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S95	21	(collect\$ or gather\$ or inquir\$) near (salary or salaries or wage or wages)	USPAT	OR	OFF	2006/09/27 14:45
S94	13	((job or career) near (match\$ or placement or recruit\$)) with (salary or salaries or wage)	US-PGPUB	OR	ON	2006/09/27 11:48
S93	5	((job or career) near (match\$ or placement or recruit\$)) with (salary or salaries or wage)	USPAT	OR	ON	2006/09/27 11:48
S92	0	wage near statistic	USPAT	OR	ON	2006/09/27 11:45
S91	0	wage near trend	USPAT	OR	ON	2006/09/27 11:44
S90	0	salary near trend	USPAT	OR	ON	2006/09/27 11:44
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*ja  
9-29-06  
77 KWC ABS*

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- ☐ 1. **Does going back to school pay off? Workers are finding that retraining and upgrading are a necessary means of survival in today's environment**  
The Globe and Mail. Toronto, Ont.: Nov 8, 1999. p. D.3

[Abstract](#)

- ☐ 2. **BRUINS JOURNAL - Sinden keeps lid on player salaries; [All Edition]**  
Doug Chapman. Providence Journal. Oct 29, 1999. p. D.09

[Full text](#) [Abstract](#)

- ☐ 3. **SALARY STATISTICS MUST CONSIDER COST OF LIVING; [CITY Edition]**  
Buffalo News. Buffalo, N.Y.: Sep 14, 1999. p. B.3

[Full text](#) [Abstract](#)

- ☐ 4. **View salary statistics online**  
Anonymous. Building Operating Management. Milwaukee: Jul 1999. Vol. 46, Iss. 7; p. 20 (1 page)

[Full text](#) [Full Text - PDF](#) [Citation](#)

- ☐ 5. **BOARD CHILLY AT IDEA OF NO PAY BUT SCHOOL BOARD TO VOTE ON ISSUE; [RIVER PARISHES Edition]**  
MARIA GIORDANO River Parishes bureau. Times - Picayune. New Orleans, La.: Jan 9, 1999. p. B.2

[Full text](#) [Abstract](#)

- ☐ 6. **Women forum focus at Girls Inc.; [ALL Edition]**  
Timothy J. Connolly, TELEGRAM & GAZETTE STAFF. Telegram & Gazette. Worcester, Mass.: Oct 21, 1998. p. B.8

























[Full text](#) [Abstract](#)

- ☐ 7. **Old education wound opened // Teacher salary statistics would mean more if performance and reward were connected; [FINAL Edition]**  
The Patriot - News. Harrisburg, Pa.: Aug 4, 1998. p. A.08


[Full text](#) [Abstract](#)


- ☐ 8. **Companies Spend More, Plan Less in Response to Rising Security Breaches**  
Business Editors/Computers & Electronics Writers. Business Wire. New York: Jun 10, 1998. p. 1

[Full text](#) [Abstract](#)

- ☐ 9. **For love or money: 1996 nationwide salary survey**  
Kording, Niccol, Cazares, Leanne. **Legal Assistant Today**. Costa Mesa: Jan/Feb 1997. Vol. 14, Iss. 3; p. 22 (6 pages)
-  [Text+Graphics](#)  [Full Text - PDF](#)  [Abstract](#)
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- ☐ 10. **The workplace**  
Bellinger, Bob. **Electronic Engineering Times**. Manhasset: Nov 11, 1996. p. 120 (1 page)
-  [Full text](#)  [Full Text - PDF](#)  [Abstract](#)
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- ☐ 11. **Datafile**  
Anonymous. **IRS Employment Review**. London: Oct 1996. p. S14 (3 pages)
-  [Abstract](#)
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- ☐ 12. **What are you worth?**  
Anonymous. **Target Marketing**. Philadelphia: Oct 1996. Vol. 19, Iss. 10; p. 54 (4 pages)
-  [Text+Graphics](#)  [Full Text - PDF](#)  [Abstract](#)
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- ☐ 13. **Approach to learning is hands-on University Lake kids do a lot of "figuring," from precalculus to divorce; [Metro Edition]**  
DEBORAH LOCKE. **Milwaukee Journal Sentinel**. Milwaukee, Wis.: Apr 9, 1996. p. 3
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14. **Underpaid? Gather proof before job hunt; [UNION-TRIBUNE, , 123 Edition]**  
Michael Kinsman. **The San Diego Union - Tribune**. San Diego, Calif.: Oct 30, 1995. p. E.1
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- ☐ 15. **Where to make more money now**  
Lawler, Kate. **Glamour**. New York: Apr 1995. Vol. 93, Iss. 4; p. 133
-  [Abstract](#)
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- ☐ 16. **Rural areas work to increase wages \*\*\* Metropolitan areas still lead La. salaries, statistics, show \*\*\* BUSINESS SUMIT**  
Advocate. Baton Rouge, La.: Mar 19, 1995. p. 1.G
-  [Full text](#)  [Citation](#)
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- ☐ 17. **Rural areas work to increase wages \*\*\* Metropolitan areas stil lead La. salaries, statistics, show BOBBY LAMB. Advocate. Baton Rouge, La.: Mar 19, 1995. p. 1.G**
-  [Full text](#)  [Abstract](#)
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- ☐ 18. **Hiring and salaries should rise in 1994**  
Anonymous. **CPA Personnel Report**. Atlanta: May 1994. Vol. 13, Iss. 5; p. 8
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- ☐ 19. **PAY FOR VIRGINIANS ROSE 4.8%**  
BRUCE POTTER. **Richmond Times - Dispatch**. Richmond, Va.: Nov 26, 1993. p. B-9
-  [Full text](#)  [Abstract](#)
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- ☐ 20. **Governments make services, spending cuts; [FINAL Edition]**  
The Gazette. Montreal, Que.: Sep 24, 1993. p. A.12
-  [Full text](#)  [Abstract](#)
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- ☐ 21. **Slashing by provinces fuels first drop in spending, agency reports; [FINAL Edition]**  
ERIC BEAUCHESNE. **The Vancouver Sun**. Vancouver, B.C.: Sep 24, 1993. p. D.2
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22. **Governments reported cutting cost of services; [AM Edition]**

- ☐ **Special (Southam News). Toronto Star.** Toronto, Ont.: Sep 24, 1993. p. D.1

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 [Abstract](#)


- ☐ 23. **RESEARCH SALARY FIGURES BEFORE SEEING THE BOSS; [Final Edition]**  
*Connie Koenenn, Los Angeles Times. Phoenix Gazette.* Phoenix, Ariz.: Aug 11, 1993. p. C.5


 [Citation](#)

- ☐ 24. **Quality and privilege prevail among students**  
*Lea, Robert. Accountancy Age.* London: Apr 8, 1993. p. 12

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- ☐ 25. **BASEBALL SALARIES GOING SKY HIGH 24 PLAYERS EARNED MORE IN 1992 THAN HIGHEST PAID PLAYER IN 1991; [FIVE STAR Edition]**  
*By Murray Chass c.1992 N.Y. Times News Service. St. Louis Post - Dispatch (pre-1997 Fulltext).* St. Louis, Mo.: Nov 22, 1992. p. 14.D

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 [Abstract](#)

- ☐ 26. **TOP OF BASEBALL'S SALARY SCALE SURGES; [FINAL Edition]**  
*P-I News Services. Seattle Post - Intelligencer.* Seattle, Wash.: Nov 19, 1992. p. d.3


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- ☐ 27. **Jobs Tight, Salaries Holding**  
*Zipkowitz, Fay, Fialkoff, Francine. Library Journal.* New York: Oct 15, 1992. Vol. 117, Iss. 17; p. 31

 [Abstract](#)

- ☐ 28. **Job and Salary Numbers Show Newsrooms Still Being Squeezed**  
*Anonymous. American Society of Newspaper Editors. The Bulletin of the American Society of Newspaper Editors.* Jul 1992. p. 26

 [Abstract](#)

- ☐ 29. **Tracking the Top 10**  
**USA TODAY.** McLean, Va.: Jun 5, 1992. p. C6

 [Abstract](#)


- ☐ 30. **Once a job, now a career : pension executive of the '90s evolving into corporate titan (of money managers ;salary statistics)**  
*Vosti, C.. Pensions & Investments.* Chicago: Apr 13, 1992. Vol. 20, Iss. 8; p. 19

 [Citation](#)

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[File 613] **PR Newswire** 1999-2006/Sep 29  
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[File 624] **McGraw-Hill Publications** 1985-2006/Sep 29  
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*\*File 624: Homeland Security & Defense and 9 Platt energy journals added Please see HELP NEWS624 for more*

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*Dialog  
Search  
9-29-08*

```
? s (salary or wage) (3n) (statistic? or trend?)
Processing
      580212  SALARY
      578040  WAGE
      3061027  STATISTIC?
      4934103  TREND?
S1      7318  S (SALARY OR WAGE) (3N) (STATISTIC? OR TREND?)
```

```
? s s1 and job? and match?
Processing
      7318  S1
      6065053  JOB?
      3558201  MATCH?
S2      701  S S1 AND JOB? AND MATCH?
```

```
? s s2 not py>1999
Processing
Processing
Processing
Processing
      701  S2
      60948690  PY>1999
S3      380  S S2 NOT PY>1999
```

```
? s s3 and internet
      380  S3
      9005816  INTERNET
S4      27  S S3 AND INTERNET
```

```
? rd s4
S5      25  RD S4 (UNIQUE ITEMS)
```

```
? d s
Set      Items      Description
S1      7318  S (SALARY OR WAGE) (3N) (STATISTIC? OR TREND?)
S2      701  S S1 AND JOB? AND MATCH?
S3      380  S S2 NOT PY>1999
S4      27  S S3 AND INTERNET
S5      25  RD S4 (unique items)
```

```
? t s5/3,k/all
```

5/3,K/1 (Item 1 from file: 15) [Links](#)

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01966532 47575137

**Determinants of inflation**

Anonymous

Quarterly Review - Sveriges Riksbank n4 pp: 11-61

Dec 1999

ISSN: 0348-6583 Journal Code: SRQ

Word Count: 16818

Text:

...same as in Germany, which indicates that confidence in Sweden's low-inflation policy largely **matches** confidence in the EMU (Fig. 20). It can also signify that to market players it...the National Labour Market Board." The Board estimates that next year 65 per cent of **job** opportunities will be created in the metropolitan counties, where the share of the national population...

...per cent of the increase in employment is foreseen in Ostergötland, Jönköping and Halland. New **jobs** in the forest counties are estimated to total no more than about 4,000.22...of growing inflationary pressure if other occupational groups also demand wage increases that are not **matched** by the development of their productivity.

Figure B9.

Figure B10.

In occupations with a supply...  
...high wage increases in overheated regions can be countered by high geographical mobility Provided that **matching** of **job** vacancies and **job** seekers functions properly, the shortages can be alleviated so that wage pressure is not troublesome...

...determined by labour productivity YIL. Thus, the path of productivity is crucial for the real **wage trend**.

But even this indicator of productivity involves measurement problems. Besides the difficulty in obtaining a...is essentially the same as in the October Report. To date this autumn, however, the **wage statistics** have been on the low side of earlier forecasts and this calls for some downward...

...large groups in the public sector where labour demand is strong. The relatively strong real **wage trend** in recent years, which has to do with low inflation and a less restrictive fiscal...that much above the target two years ahead. But in the longer run such a **wage**



**trend** is not commensurate with the inflation target because the downward effect from the krona's...in 1996.<sup>11</sup> An important factor for retail pricing appears to be local competition.<sup>17</sup> **Internet** trade may also provide competition in the future. A study by the Wholesale & Retail Research Institute in 1999 found, however, that food prices in **internet** trading were not lower than in traditional retailing.

CONCLUDING COMMENTS:

WHY ARE PRICES SO HIGH...

...and downward price pressure is still only modest from alternative outlets in the form of **internet** trade and diversified ownership. Another factor, often overlooked, behind the price difference between Sweden and...

...7 per cent).

Growing price pressure can be expected in future as a result of **internet** trade, increased cross-border trade, the WTO

5/3,K/2 (Item 2 from file: 15) **Links**  
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01854188 05-05180  
**Computer literacy and human resource management: A public/private sector comparison**

Elliott, Robert H; Tevavichulada, Siriwal  
Public Personnel Management v28n2 pp: 259-274  
Summer 1999  
**ISSN:** 0091-0260 **Journal Code:** PPM  
**Word Count:** 4017

**Abstract:**

...on basic and advanced personnel processes, and the extent to which they are employing the **Internet** as an information resource to help them solve HRM problems is examined. Using results from...

...of satisfaction with the use of computer software in HRM applications, rates of computer and **Internet** training across both sectors, and the

use of the **Internet** as an information resource in HRM decision-making and problem solving.

**Text:**

...focused specifically on differences between the two sectors in the use of HRIS and the **Internet**.

This manuscript examines the extent to which HRM professionals in both the public and private...

...on basic and advanced personnel processes, and the extent to which they are employing the **Internet** as an information resource to help them solve HRM problems. Using results from a national...  
...of satisfaction with the use of computer software in HRM applications, rates of computer and **Internet** training across both sectors, and the use of the **Internet** as an information resource in HRM decisionmaking and problem solving.

Viewed differently, several functions generally viewed as essential to the HRM field such as **job** analysis, labor/management relations, human resource planning, downsizing, legal services, and **job** evaluation still need more computerized augmentation in both sectors. In most instances over 40% of...all HRM functions and across both public and private sector respondents.

Rates of Computer and **Internet** Training

When gaps exist between **job** requirements and the ability of the employees to perform **job** tasks, training is a mandatory tool for improving performance. As Rakes aptly stated, "You can...

...if they desire to stimulate grassroots activities in this area.

The growing use of the **Internet** is a fact of contemporary American life, and some organizations have realized how useful the **Internet** can be as an information provider. The various uses of the **Internet** for HRM decision-making purposes is addressed in a later section of this paper. Here...

...to Table 5 to focus on the extent to which organizations in our sample provide **Internet** training for their employees. In this area there are significant differences between the two sectors...

...a marked increase for those in the private sector. The percentage of organizations without an **Internet** training program comprise over half of all the organizations in our sample.

If some organizations...

...while 70% have been trained as requested. Conversely in the private sector, the percentage of **Internet** training on a regular basis (56%) is higher than as requested (44%).

#### Use of the **Internet**

Sewell<sup>7</sup> indicates that **Internet** access in both public and private sectors has been increasing significantly in recent years. Work...

...there is a statistically significant (Chisq value = 16.734; p-value = 0.001) difference between **Internet** linkage in the two sectors. The nature of federalism in our system, with its interweaving...

...Table Omitted)

Captioned as: Table 5

(Table Omitted)

Captioned as: Table 6

#### Use of the **Internet** as an Information Resource

It is one thing to have access to the **Internet**, but another thing to actually use this linkage to share information, do research, and improve overwhelmed by information unless they know how to most efficiently navigate the **Internet** using the appropriate search tools. As Samuel Greengard has indicated, "The key to mining data...

...pages now exist."<sup>9</sup> While over 50% of both public and private sector

respondents indicated **Internet** linkage, we were interested in the specific ways they used these linkages to improve HRM...  
...this area.

Table 7 presents information on specific HRM functions and the use of the **Internet** to improve or upgrade knowledge in those functions. From this table it is apparent that most of the organizations with **Internet** linkages have "Never Tried" (NT) to use the **Internet** to obtain information in most of the specific fields listed. The only HRM areas where information on the **Internet** has been deemed "Very Useful" by at least one-quarter of the responding organizations with **Internet** linkages [combining all SA (several areas) and FA (few areas)] are recruitment (53%), legal services...

...not surprising. Due to the abundant information for these functions to be found on the **Internet**, particularly recruitment, which is the most **Internet**-used function for both sectors, much of the data can be directly retrieved from the **Internet**, as has been observed. "Cyberspace offers new frontiers in recruiting, networking, and information gathering."<sup>10</sup>

There are thousands of employers, both public and private, who have posted their **job** vacancies on the **Internet**. Thousands of candidates have posted their resumes online so employers can easily select and **match** candidates' qualifications with their vacant positions. For instance, since the Wisconsin State government has posted the **Job On-Line Bulletin Service (JOBS)**, candidates throughout the state (and the world) have continuous access to vacancy information and over...

...site.<sup>11</sup>

Compensation is another function for which both public and private organizations use the **Internet** as a resource, but in a only few areas such as wages and **salary** administration, compensation **trends**, and planning analysis.<sup>12</sup> According to the sample, other rich information areas include legal, selection...

...EEO/Affirmative Action, few sampled organizations in either the public or private sector used the **Internet** for information for these top five functions listed in Table 7. Perhaps this is because the

**Internet** has not been widely promoted as a source of HRM information. Professionals may not trust...

...public and private organizations have never used the sophisticated hypertext links and graphics of the **Internet's** World Wide Web.<sup>13</sup> In

Table 7 we see that the majority of respondents have never tried to get information from the **Internet**. Oftentimes it may simply be difficult

to break more traditional information gathering patterns, especially if necessary training and development is not forthcoming from the organization.

In the area of **Internet** use, traditional differences between public

and private sector groups almost completely disappear. What is most

remarkable is how similar the two groups are using the **Internet** in

the HRM area. If we again combine the very useful category responses (SA and...

...rankings, recruitment, selection, legal services, compensation management, and training and development are the areas where **Internet** information has been deemed to fall into the very useful category. Some small differences do...

...but added the functions of recruitment and selection.

Significantly,

numerous important HRM areas such as **job** analysis, labor/management

relations, HRM planning, downsizing, legal services, and **job** evaluation were practically untouched at the time our sample was taken.

Those who had integrated...

...this arena.

Most organizations in the public and private sectors provide some computer-based and **Internet**-based training for their employees; however, few in either sector provide such training on a...

...the reluctance for many employees to integrate computer software and HRM

or to navigate the **Internet** for specific kinds of HRM information comes from a lack of relevant training in these...information sharing.

Over 50% of the organizations in our sample had some access to

the  
**Internet** as an external linkage; however, most of the  
organizations  
in our sample had never tried...

...management were the most frequently cited areas.

The fact that so many organizations have the **Internet** but do not  
use  
it for information purposes in so many basic HRM activities,  
stands out as  
a waste of the **Internet's** potential as an information provider to  
knowledge hungry human resource managers. The information in...

...take full advantage of this information resource. Perhaps  
organizations  
should consider developing new positions called "**Internet**  
Training  
and Information Retrieval Specialists." These individuals would  
become  
experts at information retrieval in a...

...more readily navigate the hyperlinks to produce quick results.  
Such  
individuals could also provide an **internet** training and knowledge  
update function throughout the entire organization.  
A sparsity of the integration of...

...their tentative approaches to the use of recently developed  
software  
technology and technology involving the **Internet** as these  
technologies apply to the performance of the HRM function. This  
is  
unfortunate since...

5/3,K/3 (Item 3 from file: 15) **Links**  
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01853058 05-04050  
**Crossing the high-tech divide**

Suro, Robert  
American Demographics v21n7 pp: 54-60  
Jul 1999  
**ISSN: 0163-4089 Journal Code: ADE**  
**Word Count: 3625**

**Abstract:**

...information age. The result is a starkly divided landscape of high-tech haves and low-wage have-nots. **Statistics** are provided on workforce occupations of recent immigrants, major occupations of the workforce overall, compared...

**Text:**

...suburbs north and west of Washington, D.C. Driven by biotechnology, satellite communications, telecommunications, and **Internet** services, this boom in the 'burbs has produced a population of unusually well-educated, highly...

...white suburb. Once a rural county seat, then a bedroom community, Rockville has become a **job**-generating boom town. It is just beginning to grapple with the demographic implications of its...

...the area since 1980, and perhaps half again as many illegal immigrants. Both the new **jobs** and the new residents are concentrated outside, often far outside, the urban center—a pattern...of economic dynamism from the urban core to the satellite cities of suburbia has been **matched** with a change in immigrant settlement patterns, as the newcomers, not surprisingly, have followed the **jobs** out beyond the city limits."

Consider Fairfax County, Virginia, one of the fastest growing and...

...and engineers. Often these newcomers take a drop in status, leaving behind a university research **job** to supervise a testing laboratory, for example—but they also experience a substantial boost in...  
...high-tech suburbs are increasingly taking the best and the brightest, who find well-paid **jobs** in the developing industries far more easily than in academia or in government, where language...

...to the Washington area have unusually high rates of employment both in high-end technical **jobs** and in low-end service work. For example, immigrants who have lived in the United...

...just 13 percent of the total workforce. However, nearly 41

percent of  
new arrivals hold **jobs** in those categories. Put another way,  
recent  
immigrants again, defined here as those in the United...for the  
accumulation  
of wealth; even the immigrant who comes to take a low-wage **job** as  
janitor often feels far richer than he did in his homeland. But  
the split  
...

...economist at George Mason University. In fact, manufacturing  
accounts  
for only 3 percent of the **jobs** in the Washington regional economy  
and is not expected to grow. Even in the service sector, which  
accounts for  
half of the **jobs** in the suburban economy and is expanding, the  
middle range of work has shrunk. Automation has substantially  
eliminated  
the clerical and secretarial support **jobs** that once provided  
those  
middle **jobs** in finance, business services, and other  
nonmanufacturing sectors.  
The prospect, already becoming visible around the...

...during a period of booming economic growth. Cooking and  
cleaning are the  
quintessential dead-end **jobs**, and the knowledge-based economy  
does  
not offer many openings for the immigrant who works...

...his hands.

"High-tech industries generate a range of what you might call  
'entry-plus'  
**jobs-jobs** that may not require a college degree but that do  
require some specialized training or on-the-**job** experience," says  
Roger Stough, NOVA professor of public policy at George Mason.  
Whether the  
work...

...service calls for a wireless telephone company or installing  
computer  
hardware in office networks, such **jobs** pay more than entry-level  
work in the service sector.

Immigrants arriving with a working...Asians, many from the Middle  
East and  
the Philippines-have moved into the entry-plus **jobs**. But, says  
Stough, "language remains a significant barrier." When poor  
language skills  
are combined with...



...County Economic Development Authority. And residential integration, he adds, is a "function of integration into **jobs**." To the extent that economic success is an important factor in assimilation, "there is no...

...of reinvention.

Employers are taking the initiative, sponsoring programs not only to train workers in **job**-related skills but also to teach them English and a basic knowledge of business practices...

...says Gordon. "Employers who once sat back and waited for skilled applicants to compete for **jobs** are now looking in every nook and cranny for people with no skills who can...

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.071 .Corp

Larson, Christine  
Chief Executive Technology & the CEO Supplement pp: 50  
1999  
**ISSN:** 0160-4724 **Journal Code:** CHE  
**Word Count:** 552  
**Text:**

YOU'VE GOT...A **JOB** Jeff Hyman doesn't mean to run anyone out of business. After all, the 30...

...old CEO of Career Central knows what it's like to be unemployed. A frustrating **job** hunt after business school inspired him to start an on-line recruiting company that's...

...5 billion executive search industry. Kennedy Information, a search industry research company, predicts that electronic **job** markets will profoundly affect the recruiting industry by the year 2000.

Career Central radically streamlines the process of finding qualified candi

dates for a **job** by creating an inventory of **job** candidates-a database of more than 80,000 MBAs, software developers and marketing executives. For...

...10 resumes of qualified candidates within a week-and every one of them understands the **job** and is interested. By contrast, traditional recruiters charge about a third of the candidate's...

...an open position are defined, most of the human work is done. The company's **JobCast** technology searches the member database for profiles that fit the **job**'s criteria, then automatically e-mails a **job** summary to members who **match**. Interested members send their resumes back to Career Central, where a human screens them briefly, then sends them on to the employer.

Although thousands of electronic **job** boards exist on the **Internet**, most operate like newspaper classified ads, providing employers with a high volume of resumes that may or may not be qualified for the **job**. Career Central, like an executive search firm, promises to provide only qualified prospects.

While Alice...

...through intensive marketing efforts. To keep members loyal even when they've found a new **job**, Hyman plans to start an e-mail newsletter packed with juicy information like **salary trends** and hiring patterns, aggregated from Career Central's own database. "The industry is completely changing...

...way or another you're going to have to play ball with us or another **Internet** player." -C.L.

**Descriptors:**  
...**Internet**

5/3,K/5 (Item 5 from file: 15) **Links**  
ABI/Inform(R)

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## Improving worker welfare in the age of flexibility

Bernhardt, Annette; Bailey, Thomas

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Text:

...authors believe that new labor market institutions are necessary to ensure worker access to quality **jobs** and economic security in an era of instability.

American workers have witnessed striking changes in their **jobs** and wages during the past three decades. We know the most about what has happened...

...paid professionals and technicians coexist with badly paid janitors, office workers, and salesclerks. Low-wage **jobs** continue to proliferate in the postindustrial economy, despite technologies that favor skilled labor and despite...

...beyond wages. The era of downsizing and restructuring has led to a national anxiety about **job** insecurity, and the concern is that more volatile markets are bringing about increased shifting of...

...on this topic is still quite young, but at a minimum, there is consensus that **job** instability has risen for workers who have traditionally been at the "periphery" of the labor...

...to be affected first. We also know that the percentage of workers employed in contingent **jobs**, while small in absolute terms, is growing rapidly, and surveys of business firms consistently show...

...order and when the employers themselves may be increasingly reluctant to invest in on-the-**job** training? As yet we have no clear answer to this question, but several studies have...

...some workers continue to follow the traditional career path,

eventually  
settling into a long-term **job** that brings regular and permanent wage gains over time. But other workers increasingly cycle between a series of low-wage and dead-end **jobs**, and so fail to experience the lifetime income growth that is the backbone of upward...

### ...Employment Relationship

What we have, then, is evidence of growing inequality on three fronts: wages, **job** stability, and the chances for upward mobility. These are strong signals suggesting that the very...

...American employment relationship is changing-in how the workplace is organized, in how workers are **matched** with **jobs**, and in how wages and the terms of employment are set and who has a voice in that determination.

The employment system currently being abandoned was modeled on the lifelong **job**. Ideally, workers started at one company and stayed with it. Especially when that company was unionized, workers were guaranteed yearly raises, informal **job** security, and access to grievance procedures, even if they never moved beyond the shop floor...

...labor supply and a committed workforce, or at least a fragile truce with labor. For **jobs** lower in the skill hierarchy, work was broken down into simple, discrete tasks according to the principles of Taylorism. For **jobs** higher up in the skill hierarchy, employers offered a customized training system, and because workers learned on the **job**, they could bring firm-specific knowledge and tested skills to each new position to which...

...during slack demand, and others will decline in productivity as their skills become obsolete. Rigid **job** classifications do not easily accommodate products and technology that are in constant flux.

...workers for future advancement, they are more likely to minimize the

number of full-time **jobs**, adjust to fluctuations in demand with contingent ...of these polar strategies. The important point, though, is that when firms reduce on-the-job training and instead hire outsiders into skilled **jobs**, they destroy the career ladders that link entry-level **jobs** to those further up in the hierarchy

Both of these accounts are to some extent...

...the supply-side approach must be balanced with policies that ensure workers access to quality **jobs**, economic security, and employment stability There are several compelling reasons for this expanded approach.

First, education and training policies can improve employment conditions only if there are enough good **jobs** for the trained workers to fill.

Consider that in 1995, 29.7 percent of American...

...Mishel, Bernstein, and Schmitt 1997). It is hard to argue that so many

low-wage **jobs** exist merely because of an inadequate supply of skilled workers.<sup>2</sup> There are clearly firms...

...to prevail unless explicitly addressed.

Second, skills alone do not protect workers against wage and **job** instability. Our current employment laws are modeled on the permanent

**job**, with only infrequent and temporary layoffs. These laws are inadequate to the task of protecting...

...union contracts, who have only tenuous relationships with employers, and

who are often unemployed between **jobs**. Third, a more volatile and fluid labor market puts severe pressure on current **job-**

**matching** systems. For firms, the problem is to find, screen, hire,

and train an increasing number of workers in a short time. For workers,

**job** search becomes more complex and more consequential as time spent

with one employer grows shorter...

...may not be adept at school but are able to learn and progress on the

**job**, and still others, especially in inner cities and rural areas,

do not have easy geographic access to desirable **jobs**. From a societal standpoint, these groups should also have access to a

living wage  
that...

...of external career ladders, the strengthening of internal career ladders, the improvement of low-wage **jobs**, and the improvement of labor market coordination.

#### Constructing External Career Ladders

Probably the main concern in policy discourse has been with the rise in

**job** instability and the consequent need for new career structures.

From the worker's standpoint, frequent **job** changes might ... process, so that upward mobility occurs incrementally across different organizations and cycling between low-wage **jobs** is avoided. An important requirement is that the training that workers receive be long-term...

...none existed before, and here the burden on the firm is significant.

#### Improving Low-Wage **Jobs**

Ultimately, however, policies focused only on mobility ladders (whether external or internal) are not enough. Low-wage and dead-end **jobs** will continue to serve as the mainstay of employment for low-skill workers.

In the...

...greater emphasis on customer service, teamwork, and modern technology might upgrade the quality of these **jobs**-that firms would choose a high-performance strategy. But, especially in service industries, some evidence suggests that workplace innovations rarely trickle down to affect entry-level, low-skill **jobs**. We may simply have to recognize that tasks such as preparing hamburgers, cleaning hotel rooms...

...found each other by relying on a mix of informal networks, newspaper ads, headhunters, private **job-matching** firms, and public agencies. Such an ad hoc system does not respond well to rapid changes in skill requirements. Nor does it easily handle a faster cycle of **job** openings, screening, and hiring. Informal networks are especially

worrisome  
in the context of a more volatile labor market. **Job**-finding  
networks  
run the risk of reproducing inequality because they tend to be  
segregated  
by skill level, income, race, and sex. In short, the **job-**  
**matching** process should be given a formal structure through  
better  
information and coordination. Intermediary institutions would  
serve as a  
clearinghouse for employers to list their **jobs** and for **job**  
seekers to learn about **job** openings and requirements. If these  
institutions yield more efficiency in **job matching** and in the  
signaling of demand, then they should prevail with very little  
commitment  
by...

...they form an eclectic group. Included are union-run  
initiatives,  
multi-employer alliances, workerowned businesses, **job-**  
**matching** agencies, sectoral partnerships, and public-sector  
interventions.

#### Joint Union-Employer Initiatives

Probably the most successful...  
...structure of these programs is that employers make some level  
of  
commitment to wage growth, **job** security, and upward mobility in  
return for greater flexibility in how workers are deployed. To...

...engine behind this approach. For example, a common practice is  
the  
collapsing of numerous, rigid **job** titles into a few broadly  
defined  
**jobs**. This allows firms to adjust workloads and tasks according  
to  
need while also benefiting workers...goal of the W RTP is to  
support the  
creation of high-performance workplaces and quality **jobs** in the  
region and to ensure an adequate supply of skilled workers to  
fill those  
**jobs**. About forty employers from metalworking, electronics,  
plastics, and related industries are members of the  
partnership...

...In addition, the partnership has embarked on two initiatives  
to widen  
access to entry-level **jobs**: a youth apprenticeship program and  
links  
to training programs for disadvantaged inner-city residents.

The success of the W RTP has been aided by several factors. Employer participation is extensive because **job** openings in manufacturing are increasing again after a decade of layoffs and there is a...

...than relocating or bringing in new workers, the employers have instead focused on upgrading existing **jobs** and training incumbent workers.

The general culture of activism and the network of community and...

...International Union (SEIU). The union's strategy in developing the program was to change prevailing **job** requirements, which tended to be inflated and arbitrary and hindered upward mobility. **Job** descriptions were redefined in the contract, using objective and realistic criteria. Several formal career ladders...

...reimbursement), leaves of absence, and part-time work and schooling arrangements) to attain higher certifications. **Job** openings and traineeships are posted at all sites and are filled according to system-wide...

...significant increase in upward mobility by entry-level workers-initially into clerical and basic technician

**jobs** and more recently into

higher-level technician **jobs** and nursing positions. The program has produced better-trained workers and lowered turnover costs, helping...

...In addition, since the union represents all frontline workers except registered nurses, access to "good" **jobs** up the ladder is ensured. Finally, the workforce is relatively well educated and there are...

...especially important, since the language barrier has created a virtual divide between the "back-office **jobs**" in housekeeping, kitchen, and maintenance and the better, frontline **jobs** requiring interaction with customers. A recent pilot project illustrates where the partnership is headed. In...

...entire kitchen area was restructured. Twenty-seven kitchen qualifications were collapsed into three and two **job** titles were eliminated altogether, in response to one of the main concerns of the employers- that rigid **job** titles hinder flexibility in how workers are deployed. The union and its workers were involved...



...multi-employer collaboration. At the time of the contract negotiation, the unions were facing potential **job** losses, and the employers were facing intense competition from nonunion hotels that had more flexible work rules and **job** titles. The only hope of getting the union to concede on work rules was to...

...workers and independent contractors access to group rates on health insurance, career development resources, and **job**-finding networks. Its strategy has been to recruit and coordinate small membership associations already in...

...a membership organization that will represent temporary workers across multiple work sites and offer a **job** referral and dispatch system similar to the hiring halls used in the building trades. As...

...this policy model is the employee-owned company that competes in the marketplace by offering **job-matching** services or by ensuring high-quality workers on demand. These companies look much like others...

...idea is to create organizations that act as "proxy" employers by providing health-care insurance, **job** training, and employment security. While this strategy appears to circumvent the problem of employer participation...

...from one setting to another. And when work is externalized, it produces more similarity in **jobs** within a given occupation than within a firm or an industry. As a result, the...analysis, by far the most feasible is the labor market coordination model. Intermediary institutions play **matchmaker** in the labor market, eschewing any binding commitment by firms or workers and instead focusing...

...making the free market more efficient. The goal is to provide better information about both **job** openings (and their requirements) and labor supply (and its qualifications) and then to coordinate the process by which the two are **matched**. As a result of better coordination and information, hiring and **job** search costs are reduced. In addition, changes in demand or supply are signaled more rapidly...

...array of employment and training programs at the state and local level and to connect **job** seekers and employers. For example, the One-Stop system has developed America's **Job** Bank on the **Internet**, which by the spring of 1997 had listed more than 750,000 **job** openings. Employers are offered a posting of resumes submitted by **job** seekers through America's Talent Bank. In the future these two listings will be supplemented with occupational projections. Finally the One-Stops serve as a referral center for **job** seekers to training and education institutions in the local area.

Community-based organizations and nonprofit...

...San Antonio attempts to serve as a labor market broker by identifying sectors with quality **job** openings, recruiting workers, and then **matching** the two. In Toronto, planning is under way for the Clerical Workers Center, which will...

...The key to the network is the Alliance's Web site, which lists information about **job** candidates and **job** openings at the member companies. The Web site will also provide information on workplace issues...

...as "employees of choice" (and are therefore more likely to be hired for upper-level **jobs**). The corporations involved with setting up the Alliance have made a substantial commitment to the project, but its success will ultimately hinge on the quality of the **job matches** that it generates.

In sum, the intermediation model is clearly the easiest to implement and...

...examined, the one most likely to prevail. But can it be expected to reverse the **trend** toward growing **wage** inequality and employment instability? This question is difficult to answer. Experience suggests, however, that labor...

...will help low-skill workers pass high school equivalency exams and place them in peripheral **jobs**. Employers such as McDonald's and Wal-Mart will sidestep these institutions altogether and continue...

...In the absence of widespread unionism, the simplest solution to the problem of low-wage **jobs** is to raise the minimum wage. In real terms, the minimum wage declined 31 percent...professionals and managers (who are exempted by current laws but who are also experiencing increased **job** instability) or contingent workers (who are not employed by one firm and who cannot vote...

...of single-site unionism, collective bargaining occurs at the level of the establishment, wages and **job** rights are linked to particular positions within a particular firm, and there is a division...  
...difficult because "secondary picketing" is illegal: Unions cannot target subcontractors and their typically lower-paid **jobs** by putting pressure on the contractor. In an economic environment where networks between firms have...can be found of employers and unions working together to improve both firm performance and **job** quality, the easier it will be to convince other actors that these efforts deserve more...

...take a long time to significantly alter the distribution of well-paid versus badly paid **jobs** in this manner.

3. In our discussion, we cannot do justice to the full scope...

Semiparametric Approach." *Econometrica* 64, no. 5: 1001-44.

Dresser, Laura, and Joel Rogers. 1997. "Rebuilding **Job** Access and Career Advancement Systems in the New Economy." University of Wisconsin-Madison. duRivage, Virginia..

...Institute on Education and the Economy. Her research focuses on how firm restructuring has affected **job** quality, wages, and the opportunities for upward mobility. THOMAS BAILEY is the director of the Institute...

5/3,K/6 (Item 6 from file: 15) [Links](#)

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**The decline of job security in the 1990s: Displacement, anxiety, and their effect on wage growth**

Aaronson, Daniel; Sullivan, Daniel G

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**Word Count:** 13567

**The decline of job security in the 1990s: Displacement, anxiety, and their effect on wage growth**

**Abstract:**

This article shows that **job** displacement rates for high-seniority worker and a consistently constructed measure of workers' fears of **job** loss of rose during the 1990s. It than explores the relationship between these measures of **job** displacement and worker anxiety and wage growth. The review of the literature and the new results on high-tenure workers reveal a modest decline in **job** stability and a larger decline in **job** security, especially for workers with higher levels of **job** tenure. Apparently, some of the increases in displacement that have been observed in the 1990s...

...The higher displacement rates suggest that workers have more reason to be worried about their **job** security in the 1990s, and the lower quit

rates suggests they may be less confident about their **job** prospects.

**Text:**

...summary

The news media frequently suggest that American workers have suffered a significant decline in **job** security during the 1990s. Of course, planned and actual employment reductions at major corporations such...

...the employment relationship. According to such articles, workers in general have suffered a loss of **job** security, and long-term employment relationships are a thing of the past. Moreover, such articles claim that this decreased **job** security has left workers feeling more anxious about their futures.

The perception of declining **job** security is shared by many policymakers and other analysts, who believe worker anxiety to be...

...people are afraid to ask for a raise. They are afraid they may lose their **job**."2

Labor economists, however, have often been skeptical of claims of widespread declines in **job** stability and security. They note that media accounts are long on anecdotes and short on...

...at odds with media reports. For instance, Diebold, Neumark, and Polsky (1997) concluded that "aggregate **job** retention rates have remained stable." Similarly, Farber (1998) found that "there has been no systematic change in the overall distribution of **job** duration over the last two decades."

More recently, however, researchers have begun to analyze survey...

...emerging. For instance, Neumark, Polsky, and Hansen (1997) reported that "there is some evidence that **job** stability declined modestly in the first half of the 1990s. Moreover, the relatively small aggregate...

...20 years of tenure fell substantially after 1993 to its lowest level

since 1979." Thus **job** stabilitythe tendency of workers and employers to form long-term bonds-seems to be declining...

...worker security, such as Farber's (1997a) tabulations of the number of workers reporting involuntary **job** loss. The extent of changes in **job** tenure, turnover, and displacement reported in these more recent studies is much too modest to justify the most sensationalistic news reports. Nevertheless, some decline in **job** security, especially for workers who have attained significant seniority, now seems reasonably clear.

In this article, we review some of the findings of this research on **job** stability and **job** security. We then present some new tabulations of rates of **job** loss for high seniority workers based on the Bureau of Labor Statistics' (BLS) Displaced Worker Surveys (DWS). Next, we look directly at workers' own perceptions of their **job** security using data from the National Opinion Research Center's General Social Survey (GSS). Finally...

...on workers with five or more years of tenure. We find that among such workers, **job** loss due to "shift or position abolished," which among the surveys' possible reasons for **job** loss comes closest to capturing the notion of "downsizing," increased quite dramatically from annual rates...

...in the 1990s. Previously, high-seniority workers who were highly educated, were in white-collar **jobs**, or were employed in the service producing industries were relatively immune to displacement. More recently ...

...this increased democratization of displacement, many more workers may now consider themselves at risk for **job** loss.

The GSS data suggest that workers' own perceptions of their **job** security have also declined. The fraction of workers not responding "very unlikely" to the question, "How likely is it that you will lose your **job** in the next year?," rose from about 31 percent in 1989 to

about

40 percent in 1996, the most recent year for which data are available. The 1996 figure approximately **matches** the highest reading since this question began to be asked in 1977. The 1996 reading...

...nearly 10 percent. One should not, however, exaggerate the extent to which workers' anxiety over **job** loss has increased. The main change has been an increase in the number of workers...

...that it is "not too likely" rather than "very unlikely" that they will lose their **jobs**. The percentages of workers responding that it is "fairly likely" or "very likely" have risen...

...largest increases in displacement rates have also had the largest increases in reported probabilities of **job** loss. For instance, an increase in perceived likelihood of **job** loss has been especially great among white-collar workers. Perceived **job** security has actually increased for blue-collar workers. Another interesting finding concerns the relationship between workers' perceptions of their **job** security and the use of computers in their industry. In the early 1980s, workers in...

...our findings of an increase in displacement rates and workers' perceptions of their chances of **job** loss are related to changes in aggregate wages. Standard short-run Phillips curve analyses such...

...wage inflation has remained subdued. Our findings and those of other researchers, which suggest that **job** security has declined in recent years, add some plausibility to the case that worker anxiety...

...that might be affecting wage growth.<sup>4</sup> Why should one particular change—that towards reduced **job** security—be considered the key factor? To make a more convincing case for the importance...

...the change in wages, rather than their level, is related to unemployment and measures of **job** security.

We pool separate data from the nine census regions to estimate

the effect  
of...

...different levels of wage growth, we cannot reject the hypothesis that the true effect of **job** security on wages is zero and that estimates the size of those we obtain could...

...our best estimates suggest that increases in displacement rates and workers' own anxiety about their **job** security could be responsible for restraining wage growth by about three tenths to seven tenths...

...is as ubiquitous as it is painful."<sup>5</sup> A large body of research demonstrates that **job** loss is painful, at least for workers who have attained significant tenure.<sup>6</sup> For example, Jacobson, LaLonde, and Sullivan (1993c) found that even six years after **job** loss, earnings losses among a sample of Pennsylvania workers displaced in the early 1980s were...

...of their predisplacement earnings levels. What has been somewhat less clear to researchers is whether **job** loss has become any more ubiquitous in recent years.

It is helpful to divide the relevant research into two parts—that on **job** stability and that on **job** security. By stability we mean the tendency for workers and firms to develop long-term relationships. Research on **job** stability questions the many media accounts claiming that such longterm employment relationships have gone the...

...to remain in employment relationships as long as their own performance is satisfactory. Research on **job** security asks whether there has been an increase in involuntary **job** loss due to reasons beyond workers' control. **Job** stability depends on workers' own choices, in addition to the factors that influence **job** security. For instance, if a group of workers increase their commitment to the labor force or to their particular employers, then their **job** stability may rise even if they are increasingly subject to threats of displacement. As

we shall  
see, research suggests a larger 1990s decline in **job** security  
than  
in **job** stability.

In our view, trends in **job** security are much more relevant to the discussion of whether special factors might be restraining **wage** inflation than are **trends** in **job** stability. Indeed, if declines in **job** stability are less dramatic than declines in **job** security, it must largely be because workers are less likely to leave **jobs** voluntarily, and a decreased tendency to quit **jobs** may itself signal worker insecurity. Nevertheless, we begin with a short account of research on **job** stability.

The starting point for much of the research on **job** stability is the distribution of **job** tenure. Most of what is known about this distribution derives from a series of supplements...

...the Current Population Survey (CPS).<sup>7</sup> As an illustration, figure 1 displays the distribution of **job** tenure for employed men between the ages of 35 and 44. These data were collected...

...of workers with successively longer tenure. Nevertheless, there are many workers with substantial levels of **job** tenure. For men in the 35 to 44 age group, the median tenure is about 6.1 years. Moreover, about 33 percent of such workers have been in their current **jobs** at least ten years and about 22 percent have been in their current **jobs** at least 20 years.

Figure 2 shows how median **job** tenure has changed over time for men and women in three age groups, 25 to...

...1987, and 1991 and February of 1986.<sup>8</sup> Not surprisingly, older workers typically have longer **job** tenures than younger workers. Also, men typically have longer tenures than women, who are more...

...trends in these data. For men, especially those in the two highest age groups, median



**job** tenures declined from 1991 to 1996, which is consistent with claims of decreased **job** stability. However, women's **job** tenure rose for all age groups. So, overall, there has been relatively little change in median **job** tenure during the 1990s. Moreover, the drop in male tenure for the two oldest groups...

...a trend that was evident throughout the 1980s. Thus, it is difficult to conclude that **job** stability has suffered more than a modest decline in the 1990s.<sup>9</sup>

Farber (1997b) shows...

...across occupations and industries.

Farber's (1997b) results, as well as the trends in median **job** tenure shown in figure 2 suggest that **job** stability among men has declined modestly during the 1990s. For women, **job** stability has either declined very modestly or continued to rise, depending on whether it is...

...a tenure of ten years, a worker must survive from the first year of a **job** into the second, from the second to the third, and so on for ten years. Thus, the distribution of **job** tenures and, in particular, the fraction of workers with ten or more years of tenure...

...probabilities going back many years. This means that if the probability of remaining in a **job** for another year were to have suddenly dropped sometime in the early 1990s, it would...

...reveal the full extent of change. For this reason, it is of interest to examine **job** survival or retention probabilities.<sup>10</sup>

(Chart Omitted)

Captioned as: FIGURE 1

Diebold, Neumark, and Polsky...

...authors estimate four-year retention rates-the probability that a worker will remain in a **job** an additional four years-by dividing the

number  
of workers with a given set of...of tenure, rates first declined  
then rose  
slightly. The strongest evidence of a decline in **job** stability  
comes  
from the group of workers who initially had between nine and 15  
years...

...retention probabilities are consistent with those on tenure  
levels in  
suggesting some modest declines in **job** stability for workers with  
several years of tenure. Several researchers have reported more  
dramatic  
declines in **job** stability during the 1980s and/or 1990s. For  
example, Boisjoly et al. (1994), Rose (1995), and Marcotte (1996)  
report  
evidence of declining **job** stability from the Panel Study of  
Income  
Dynamics (PSID) data. Similarly, Swinnerton and Wial (1995)  
reported  
significant declines in **job** retention rates in the 1991-95  
period.  
However, in our view the combined results of...

...to take account of occasional changes in survey question  
wording. The  
most careful analyses of **job** stability trends imply that there  
have  
been at most modest declines in stability in the late 1980s and  
1990s."

Research suggests, we believe, larger declines in measures of **job**  
security. Farber (1997a) analyzes data from the seven Displaced  
Worker  
Surveys (DWS), CPS supplements that are described in the next  
section. He  
finds that "rates of **job** loss are up substantially relative to  
the  
standard of the last decade, particularly when some...

...that displacement has become somewhat more democratic. Changes  
in the  
reasons workers give for their **job** loss also point to especially  
large increases in what the media might mean by "downsizing..."

...Displacement trends for high-seniority workers

Below, we present new measures of the rate of **job** displacement  
for  
workers with five or more years of tenure. We had two main  
goals...

...time for reasons that have nothing to do with actual changes in the rate of **job** displacement. Our second goal was to create annual time series, the highest frequency possible, so...

...1994 and 1996.<sup>13</sup> For the purposes of the survey, displacement is defined as involuntary **job** loss not related to a worker's performance. Thus, displacement excludes quits and cases in...

...discharged for poor performance.<sup>14</sup> The surveys are retrospective, asking individuals whether they have experienced **job** loss any time over the last five years in the case of the 1984 to...

...are:

Plant or company closed down or moved,

Insufficient work,  
Position or shift abolished,

Seasonal **job** completed,

Self-operated business ...which are more likely to be associated with short-run declines in demand. The seasonal **job** and self-employment categories don't correspond to many people's conception of **job** displacement and, in fact, make up only a trivial fraction of the **job** loss that we consider. Finally, perhaps because of some of the ambiguities of the preceding...

...as the year of displacement, the worker's tenure, and other characteristics of the lost **job**, for at most one incident of displacement over the relevant period. If workers were displaced...

...in the same period, they are instructed to answer the additional questions for the lost **job** on which they had the highest tenure. This inevitably leads to some undercounting of incidents...

...three-year intervals of the 1994 and 1996 surveys, because some workers may lose a **job** in year one or two of the five-year period before the survey and then lose another **job** in year three, four, or five. If the workers had accumulated less tenure on the second lost **job**

than  
they had on the first, they would be recorded as losing a **job** in  
the  
1994 and 1996 surveys, but not in the last three years before  
the...

...1992 surveys. Farber's solution is to use PSID data to  
quantify the  
frequency of **job** loss patterns and adjust rates in the DWS to  
offset  
them.<sup>15</sup>

Our approach is to restrict our analysis to incidents of **job**  
displacement in which the affected workers had five or more years  
of  
tenure. Obviously, it is not possible to lose two such **jobs** in  
one  
three- or five-year interval, so the number of such **job** loss  
incidents should be correctly tallied no matter whether the year  
is part of  
a...

...incidents in which workers had less than five years of tenure.  
However,  
the consequences of **job** loss are not likely to be particularly  
great  
for workers with little tenure and, thus, our measure may capture  
the most  
important forms of **job** displacement.

The DWS gives us estimates of the number of workers with five or  
more...

...know whether they had five years of tenure or in what year  
they lost  
their **job**.

To deal with this problem, we estimated statistical models to  
gauge the  
percentage of displaced...results for 1985 illustrate the final  
difficulty  
we face in constructing an annual measure of **job** displacement for  
workers with five or more years of tenure. That is, displacement  
rate  
estimates...

...displacement rates that we estimate for the mid-1990s are  
consistent  
with the view that **job** security declined significantly for  
workers  
with five or more years of tenure.

The colored line...even when limited to displacement for standard reasons,  
our results suggest a noticeable decline in **job** security.

(Table Omitted)

Captioned as: TABLE 2

(Chart Omitted)

Captioned as: FIGURE 3

(Table Omitted...

...of a percentage point. Thus, by our measure, women have suffered a larger decline in **job** security than men. This finding highlights the difference between the displacement rates estimated here and...

...on displacement rates for high-tenure white-collar workers, but since 1988, their rates of **job** loss have approximately doubled. By contrast, the recessions of the early 1980s caused a major...

...accompanied by a kind of democratization, in which those who had been relatively immune to **job** displacement have seen the fastest increase in displacement. Previously, those with a college education, in white-collar **jobs**, or in service producing industries might have considered themselves immune to **job** loss. Given the increase in displacement rates that we have estimated for these groups, this...

...increased even more than the increase in the displacement rate would suggest.

Workers' perceptions of **job** security: The NORC-GSS

In a series of recent papers, Manski (1990,1993) has observed...

...but much less about the outcomes that they expect. This assertion is particularly relevant for **job** security research, which to date has focused on the measurement of displacement rates, tenure distributions... data set has received some attention in the popular press but little among researchers studying **job** security.'9 The GSS is a nationally

representative annual survey conducted by the National Opinion...

...series of demographic and employment questions, including, in most years

since 1977, two questions about **job** security. Respondents are asked

1) "Thinking about the next 12 months, how likely is it that you will lose

your **job** or be laid off-very likely, fairly likely, not too likely,

or not at all likely?" and 2) "About how easy would it be for you to find a

**job** with another employer with approximately the same income and fringe benefits that you now have...

...000 individuals. Several years (1980,1984,1987) are missing because NORC

did not ask the **job** security questions, and other years (1979,1981,1992) are missing because the GSS was not...

...no restriction on tenure because such information is not given in the

GSS. Therefore, the **job** security perceptions sample is not strictly

comparable to the displacement rate sample discussed earlier. This...

...format would allow us to investigate the future employment dynamics of

workers and examine whether **job** anxiety predicts future **job** displacement or wage loss.

The easiest way to see how perceptions of **job** security have changed

over time is to graphically examine the responses to the GSS questions...

...30 percent and 40 percent of workers feel some degree of insecurity

about losing their **job** in the next year, although only 10 percent of

respondents feel very or fairly sure that **job** loss will occur.

Between 35 percent and 50 percent of workers respond that it would not be

easy to find a comparable **job**.

As with the displacement rates, the responses are fairly cyclical through

the early 1990s. Using the **job** loss likelihood question, **job** security declined during recessions in the early 1980s and 1990s and

increased during the expansion...

...percentage of workers who answer that they are not at all likely to lose their

job has fallen, despite the strong and widely felt expansion of the economy. Amazingly, in 1996, the fraction of workers who answered that they had some concern about their job's future was equal to the percentage that answered this way during the severe 1982...

...in the percentage of workers who answer they are not too likely to lose their job. Therefore, while there has been a noticeable shift in worker anxiety during this expansion, most...

...the change is due to workers acknowledging some, albeit a slight, likelihood of losing their job over the next year.

(Chart Omitted)

Captioned as: FIGURE 5

The job comparability question also tends to be cyclical, but showed signs of breaking this trend during...

...percentage of workers who answered that it would not be easy to find a comparable job at the same pay and benefits monotonically increased, peaking at almost 46 percent in the 1994 survey. However, in the 1996 survey, the "not easy to find a comparable job" response declined and the percentage answering it was easy to find a comparable job increased. Therefore, through 1996, workers seemed somewhat less concerned about their chances of finding a comparable job, but somewhat more concerned about the likelihood of losing their current job.<sup>21</sup>

Figures 7 and 8 show the trends in these two series by gender, race...

...and B. Panel A shows that there is no male-female gap in perceptions of job security throughout the sample period, while the displacement rates showed a large male-female gap...1982 and 1991. Likewise, between 1982 and 1991, the black-white gap in the GSS job loss data is 29

percent.

On the other hand, figure 7, panels C and D look quite similar to the displacement rate results, pointing again to a democratization of **job** insecurity. White-collar and college-educated workers were relatively immune to **job** anxiety during the 1970s and 1980s, but have experienced substantial increases in **job** insecurity during the 1990s. The change has been large enough to basically eliminate the gap in **job** insecurity between college graduates and non-graduates. Blue-collar workers still feel less secure than...

...it was in the 1970s and early 1980s.

As shown in figure 7, panel E, **job** security has declined during the 1990s in the service sector but has remained relatively flat...

...and real estate (FIRE), and government sectors. Analogous to the displacement rate findings, perceptions of **job** security have dropped substantially in FIRE, with roughly 50 percent fewer workers saying that they are not at all likely to lose their **job** in the next year. The lack of movement among goods producing sectors hides some variance between specific industries. In particular, **job** insecurity (measured by the probability of losing your **job**) in manufacturing has doubled since 1989, surpassing the level of anxiety witnessed in 1982. In 1996, **job** insecurity in the manufacturing sector was substantially higher than in all other major industries. The goods sector has not increased because agriculture and construction workers have experienced corresponding declines in **job** insecurity over the past few years.

Figure 8, panel A shows the percentage of male and female workers who believe it is not easy to find a comparable **job** with the same pay and benefits. This graph shows a small but persistent male-female gap that is eliminated in 1996. Using this **job** security measure, most of the 1990s increase in anxiety appears to be due to female...



...few groups that did not experience a sharp drop in anxiety about finding a comparable **job** in 1996, reflecting increased anxiety among professional workers. In 1996, 42 percent of professional workers responded that it was not easy to find a comparable **job**, up from 30 percent in 1989, **matching** the percentage that answered that way during the 1982 recession.

(Chart Omitted)

Captioned as: FIGURE...

...Omitted)

Captioned as: FIGURE 7

Finally, the 1996 drop in anxiety about finding a comparable **job** is mainly from the goods sector (figure 8, panel E). Anxiety about finding a comparable **job** for service sector employees peaked in 1994, but remains slightly above the levels seen during the last expansion. Nearly every group believed it would be easier to find a comparable **job** in 1996 than in 1994, exceptions being government employees and professional and sales workers.

Controlling...

...technique for this problem because it accounts for the discrete and ordered nature of the **job** security questions. The details of the estimation procedure are described in box 2.

Table 3...

...standard errors, and marginal effects from a specification that uses the likelihood of losing your **job** as the dependent variable and industry, occupation, year, gender, race, age, marital status, education, and...

...the individual is a sales worker, on the probability of the individual responding to the **job** security questions in a particular way. The results are reported relative to a base case white, married, male, high

school graduate, aged 25 to 44, who worked in a clerical **job** in the government in 1977. The first row shows that the probability of the base case person responding that he is not at all likely to lose his **job** is 69.7 percent. The third row, Construction, reveals that the probability of a not...

...demographic and employment variables. This is also true of ordered probit regressions where the comparable **job** question is the dependent variable. Table 3 gives further detail on the specific industry and occupational groups that traditionally experience higher levels of **job** anxiety, including workers in the construction and manufacturing sectors and operatives and laborers in all workers responding that they are not at all likely to lose their **job** is 78.2 percent, the same probability for an operative or laborer is 63.7 percent. These industry and occupational differences are statistically significant.

We can test whether **job** security has changed over this expansion by calculating time trend effects within the ordered probit...

...show the results of such an exercise. As with the simple univariate graphs, perceptions of **job** security have been quite low since 1991 when measured by the likelihood of **job** loss. Controlling for demographic, industry, and occupation shifts cannot explain the recent high insecurity felt by workers. **Job** anxiety remains on the order of that seen during the last two recessions.

Also, we...

...allows, say, the effect of being married to exert a different influence on perceptions of **job** security for high school dropouts and college graduates. However, the main inferences from these results (not shown) do not change much. The recent trend in increased **job** anxiety arises primarily from better educated and white-collar workers. On the other hand,

workers who are high school dropouts are more secure about their **job** in 1996 than at any other time since 1977, with the exception of 1989, the end of the 1980s expansion. Managerial and professional workers have witnessed increases in **job** insecurity, while there is no statistical trend apparent in other detailed occupations. Increased anxiety appears...

...manufacturing, services, and government, while construction workers, who have traditionally had a high probability of **job** loss because of the seasonal nature of the work, have seen an increase in **job** security during the 1990s.

Lastly, we looked at the perceptions of **job** loss among a few nonstandard groups of workers. Table 4 reports the coefficients, standard errors...

...first row shows that union members are likely to be more insecure about their future **job** prospects than nonunion members even after controlling for compositional differences in occupation and industry between...

...have been growing slower than nonunion wages recently, suggesting that workers are concerned enough about **job** security that they are willing to trade off wage growth for more security. Furthermore, the...

...the sample is redrawn each year, we cannot test whether these workers have faced greater **job** loss frequencies in subsequent years.

In regressions that add the size of the employee's...

...that those who work at smaller sites are less likely to be concerned about their **job**. However, the question asks the size of the work site not the size of the...suggest that workers in industries that are more computer intensive are less secure about their **jobs**, after controlling for demographics, time, industry, and occupation.<sup>23</sup> When the computer usage variable is interacted with the time dummies, it

becomes  
apparent that this computer industry-**job** insecurity correlation  
is  
driven by the 1993 to 1996 period. Prior to the 1990s, there is a  
positive  
relationship between working in a computer-intensive industry and  
**job** security. Unfortunately, we have no data on whether the  
individual respondents are computer users.

The...

...parameters from the "problem" variables. Many of these  
coefficients are  
significant and negative, suggesting that **job** insecurity goes  
hand-in-hand with other work- and non-work-related problems.  
Furthermore,  
the...

...experienced a spell of unemployment in the last ten years.  
This result  
suggests that past **job** loss may be a reasonable indicator of  
future  
anxiety and is consistent with studies that use displacement  
rates as an  
indicator of **job** security. However, the results on past  
unemployment  
may be driven by unobserved characteristics, such as ability.

(Table Omitted)

Captioned as: Table 4

**Job** security and wage growth While a number of papers have  
measured  
recent trends in **job** security or stability, none that we are  
aware  
of attempt to link these **trends** to **wage** growth. Yet the  
allegedly slow rise in compensation during this tight labor  
market  
expansion is one of the driving forces behind public policy  
concerns about  
**job** security. Many analysts argue that workers have sacrificed  
wage  
growth for a more secure relationship...

...hours worked. This is an important distinction because annual  
hours are  
highly correlated with the

**job** security measures (as well as  
unemployment rates). Therefore, we have to be careful to distinguish...

...is probably less of a concern with tmeasure.

We include controls for one of two **job** security measures (a security index calculated from the GSS and a displacement rate calculated from...

...log displacement rate in panel B. The wage effect is reasonably consistent across the two **job** security measures. The coefficients (since the variables are measured in logs, the coefficients are elasticities) suggest that, using the annual earnings measure, a 10 percent increase in the **job** security measure results in a 0.2 percent decline in **wage** growth. This is **statistically** significant at conventional levels. However, the hourly wage coefficient implies that about half of this...

...75 percent in the early 1990s to almost 3.5 percent in 1995. Using a **job** insecurity wage elasticity estimate of -0.01, this suggests that **job** insecurity lowered wage growth by 0.3 percentage points a year in the early 1990s...

...to what would have happened if displacement rates had stayed at the 1980s level. The **job** anxiety index grew approximately 25 percent during the 1990s, suggesting a 0.3 percentage point...

...as: BOX 3

Our analysis is just a first step in estimating the impact of **job** security on wage inflation. There is much more work to be done on this question...

...techniques to solve technical problems associated with having two measures, such as wage growth and **job** security, that are jointly determined. Second, as it is currently measured, the security index encompasses...

...downward bias in the wage-security relationship. Finally, a key question is causation. Does high **job** security cause high wages or vice versa? This question could be examined by estimating vector autoregressive models, which allow a flexible relationship between wages, unemployment, and **job** security.  
Conclusion

Our review of the literature and our new results on displacement for high-tenure workers reveal a modest decline in **job** stability and a larger decline in **job** security, especially for workers with higher levels of **job** tenure. Apparently, some of the increases in displacement that have been observed in the 1990s...

...The higher displacement rates suggest that workers have more reason to be worried about their **job** security in the 1990s, and the lower quit

rates suggest they may be less confident about their **job** prospects. Consistent with these findings, our tabulations of workers' evaluations of their chances of **job** loss reveal a noticeable increase in the proportion of workers who feel that they are at least at some risk of **job** loss.

When we relate variations in displacement rates and anxiety levels over time and across...

...example, Staiger, Stock, and Watson (1997).

4 The manner in which workers and employers are **matched** to each other has changed quite noticeably in the 1990s. The process may have been

...

...the rapid expansion of the temporary services industry. (See Segal and Sullivan, 1995,1997). Also, **Internet job** postings may make interregional **job** search more efficient. Such developments may reduce the likelihood of bottlenecks and spot labor shortages...

...groups than the Mobility Supplement of January 1991, supported the conclusion of Farber (1998) that **job** durations were relatively stable in the 1980s and 1990s. However, the tenure data from the...

...omission of the word continuous in the key question rather than an actual increase in **job** stability.

Footnote:

Changes in question wording also complicate the interpretation of the trends in figure...

...no difference whether tenure was solicited directly or calculated from the start date of their **jobs**. But workers do not always report accurately; figure 1 shows that workers have a tendency...

...from a single cohort which, as shown by Ureta (1992), requires a stable rate of **job** beginnings, as well as a stable set of retention probabilities.

"Neumark, Polsky, and Hansen (1997...

...1 are, we believe, their preferred estimates.

Footnote:

'2The lack of a major decline in **job** stability is also consistent with the work of Stewart (1997), who analyzed the March CPS annual demographic files and found no increase in the rate of **job** change from the previous calendar year. 1See Hipple (1997).

Footnote:

40f course, since this is...unaffected.

Footnote:

"Some observers (for example, Neumark and Polsky, 1997) argue that attitudinal questions about **job** security may not provide convincing evidence of actual **job** loss if perceptions are formed from misinformation. They point out that much of the reporting on **job** security relies on anecdotal evidence and, therefore, is not based on random sampling. It is...

...displacement than were warranted. Since press reports may help form perceptions of the chance of **job** loss among readers, there is the danger that we might observe an increase in perceptions of **job** insecurity that has little to do with actual **job** loss.

Footnote:

'9An exception is Schmidt and Thompson (1997). Several polling agencies, such as Gallup...

...new Survey of Economic Expectations, which asks respondents their level of concern about losing their **job**, losing part of their income, losing their health insurance, and being victimized by a burglary...

...this survey began in 1994 and therefore provides no information on longer-term trends in **job** security.

ISee Dominitz and Manski (1997) for a criticism of the wording of the GSS

...

...also found that the number of workers answering "not at all likely" to lose their **job** decreased during the 1990s. On the other hand, Yankelovich, which asks whether losing your **job** worries you, found little change in response between 1992 and 1995. But both polls found some **job** security differences across the 1990s by education or income. Likewise, Otoo (1997) found significant increases in **job** anxiety between 1988 and 1995 using the SRC micro data. 22Additional results, including an analogous table for the comparable **job** question, are available from the authors upon request.

Footnote:

u With no such controls, the correlation between industry computer usage and **job** security is positive and highly significant. 2"Blanchflower and Oswald estimate models that relate the...

...Timothy Smeeding, 1994, "Have highly-skilled workers fallen from grace?

The shifting burdens of involuntary **job** losses from 1968 to 1992,"  
Northwestern University, working paper.

5/3,K/7 (Item 7 from file: 15) [Links](#)

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01577265 02-28254

**On drawing general policy lessons from recent Latin American currency crises**

Felix, David

Journal of Post Keynesian Economics v20n2 pp: 191-221

Winter 1997-98

ISSN: 0160-3477 **Journal Code: PKE**

**Word Count: 9192**

**Text:**

...electronic bulletin board maintained by the IMF at a World  
Wide Web site  
on the **Internet**. [IMF Survey, September 9, 1996, p. 290]

The orthodox ex-post assessments of the Cono...forced  
macroeconomic policy  
to react primarily to signals from the financial rather than from  
the  
**job** market. Walter Wriston, ex-CEO of Citicorp, chortles that the  
globalized financial markets now hold...have been underpinned by  
a growth  
of global demand for loanable funds that more than **matched** the  
accelerated growth of supply. It appears, however, that the bulk  
of the  
demand increase...special case, attainable only if the aggregate  
demand and  
its composition and technological, financial, and **wage trends**  
happen to converge on a Golden Age outcome, but with market  
forces as  
likely to...

5/3,K/8 (Item 8 from file: 15) [Links](#)

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01557951 02-08940

**The new economics of voting**

Teixeira, Ruy

Challenge v41n1 pp: 19-37

Jan/Feb 1998



**ISSN:** 0577-5132 **Journal Code:** CHL

**Word Count:** 5190

**Text:**

...or recession are felt differentially across economic groups in society (for example, groups defined by **jobholding** [industry/occupation], by educational attainment, or by income level).<sup>5</sup> Therefore, sensibly self-interested voters...1997) and Mishel et al. (1997) for discussion of some of the prime suspects.

3. **Wage trends** after 1973 show an equally stark growth in inequality, particularly among men.

4. See Lewis...data are taken from the early-release version of the 1996 NES, available over the **Internet**. As much as possible, I made the coding of these data congruent with coding from...

...Models for each economic assessment item included a dummy variable for respondents whose political partisanship **matched** the incumbent president, a dummy variable for those who were self-identified political independents, and...

5/3,K/9 (Item 1 from file: 16) **Links**

Gale Group PROMT(R)

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05332551 **Supplier Number:** 48114628 (USE FORMAT 7 FOR FULLTEXT)

**Not-So-Funny Money -- Half of all senior IS executives pull in salaries of at least \$100,000. Throw in generous benefits packages, and we're starting to talk real money.**

InformationWeek , p 38

Nov 10 , 1997

**Language:** English **Record Type:** Fulltext

**Document Type:** Magazine/Journal; Tabloid ; General Trade

**Word Count:** 2874

...factors include reengineering projects; year 2000 work; enterprise resource planning (ERP) deployments; telecommunications network expansion; **Internet**, intranet, and Java initiatives; and globalization. The growing demand for managers' services is contributing to...

...of IS, at \$98,000.

Not surprisingly, there's a correlation between years on the job, job title, and pay. While the average job experience for all 400 executives surveyed was 16 years, the CIOs in the group have...

...profession the longest, they've also worked the shortest period of time at their current job of any senior IS executives—just over six years, on average. They're also more likely than lower-level IS executives to call their jobs insecure. When the CIOs in the survey were asked to rate their job security, 5% called it poor. Among the lower-level IS managers none called their job security poor (see chart, above right). Similarly, while fewer than one-third of the CIOs rated their job security as very good, nearly half the lower-level IS managers gave it that rating.

Location and cost of living also come into play when companies are trying to lure job candidates. "The East Coast is very expensive to live in—if you get an offer...This next level includes heads of technology for business units and chief technology officers, whose jobs are often more technical than a CIO's, Leon explains. Some companies have CTOs whose job is synonymous with CIO, while others have both a CTO and a CIO. "The basic...

...says that three times in the last 18 months, a candidate accepted a CIO-level job, had a start date, and then at the last minute received a generous counter-offer...

...t have to do much more to earn them than say yes to a new job. "To entice someone to leave a company, money talks," says Doug Greenleaf, CIO at accounting...

...by 93% of the respondents; education and training (cited by 81%); 401(k) retirement-fund match (79%); and performance bonuses (76%). Other, less common benefits are stock plans, sabbaticals, company cars...

...8% get benefits in the over-40% range.

How are those benefits awarded? Executives say **job** performance and the success of their companies are critical. Nearly three-quarters of the managers...benefit payments.

One market force that is having an impact on IT pay is the **Internet**. The Web and related technologies are contributing to higher compensation in the industry, not only...

...opportunities for companies, but also because they are giving CIOs and other IS executives more **job** opportunities.

"We're going to see a lot of **Internet** startups that try to pull people out of CIO **jobs** to become CEOs at their companies," says a CIO at a large Northeast financial-services...

...are likely to be most in demand. "There is an evolution going on with the **job** of CIO," says Lesica of PepsiCo. "Technology was the largest factor in a CIO's **job** before, but this is being coupled with business acumen and communication skills. In order for...

...ago. There's also a greater appreciation for the complex and strategic nature of the **job**, and the more important role the CIO is playing in most business strategies. To attract...

...census regions:the Northeast, Midwest, West, and South.

The survey sample isolated IS executives by **job** title, i.e., CIO, executive VP, senior VP, VP, IS director, and senior manager. Nearly ...

...In 1998 we plan to conduct multiple salary surveys. Our goal:to inform you about **salary trends** across a wider range of IT positions, including programmers and support positions. We also intend...

5/3,K/10 (Item 1 from file: 148) **Links**  
Gale Group Trade & Industry DB  
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12347399 **Supplier Number:** 61755298 (USE FORMAT 7 OR 9 FOR FULL TEXT )  
**When Quantitative Analysis Lies behind a Reference Question.**

Gerhan, David R.

Reference & User Services Quarterly , 39 , 2 , 166  
Winter , 1999  
ISSN: 1094-9054  
**Language:** English  
**Record Type:** Fulltext  
**Word Count:** 6966      **Line Count:** 00618

**Text:**

...software (SPSS, version 8) and a dataset (Integrated Public Use Microdata Series) downloaded from the **Internet**, in order to instill in reference librarians a better sense of comfort and literacy with...

...chemical structure of the benzene ring, and the regression of unemployment data run against minimum-wage-rate **statistics**. We suspect that a minority--perhaps only a small minority--of reference librarians would pick...

...in print and electronic formats. Something besides a wealth of resources is needed, however. To **match** those resources, the profession also needs improved understanding of the basic vocabulary and concepts of...of the many possible directions to take for that next step is to access an **Internet** resource such as the Integrated Public Use Microdata Series (IPUMS), a database of household and...

...made-up data to using a state-of-the-art scholarly dataset residing on the **Internet**.

Funded by the National Institutes of Health, the National Science Foundation, and the University of...

...of history and related fields using IPUMS data, and the file is often cited in **Internet** research guides.(18) In fact, IPUMS's offering of variables suggests the opportunity to discuss...through 4. Beta (here at 0.393, quite a bit lower than B) does its **job** when it signals the researcher not to lean that heavily on the evidence.

From the...

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11584274    **Supplier Number:** 55330150 (USE FORMAT 7 OR 9 FOR FULL TEXT )  
**OECD economic surveys 1998-1999: Ireland.**

OECD Economic Surveys - Ireland , 1(1)  
May , 1999  
**Language:** English  
**Record Type:** Fulltext  
**Word Count:** 55031    **Line Count:** 04473

...straight years of stunning economic performance. No other OECD Member country has been able to **match** its outstanding outcomes in a variety of dimensions. Output growth has averaged over 9 per...the labour market so integrated with the UK and, to a lesser extent, the US **jobs** markets through migration flows, imbalances can exist for quite a lengthy period before they are...will be prominent in determining where and whether many people are willing to take available **jobs**. Thus, unless both rail and road infrastructures are quickly improved, labour supply will start to suffer, and the efficiency of **job matching** will deteriorate. There are several deficiencies in environmental outcomes, which, even if the danger they...for the unemployed. Unfortunately, available tools to encourage employers to provide greater worthwhile on-the-**job** training are few. Demand for such training by employees would be greater if the skills...  
...in an era of near-full employment, the weight accorded to calculations of cost per **job** "created" should be further reduced. Labour has become a scarce resource. The cost-benefit methodology...

...for enterprise support. Also, the assessment process needs to include, to the maximum extent possible, **job** quality considerations and the regional dimensions involved. The government has gone to great lengths to  
...

...anti-poverty device, and is certainly so in Ireland, because most of the

poor are **jobless**: only 3.3 per cent of ...while labour markets are left solely with their primary function of efficiently allocating individuals to **jobs**.

An excessively high minimum wage could destroy **jobs**, especially if applied inappropriately to youths, the unskilled and those in outlying areas

But assuming...levels which were the norm prior to the earlier stagnation, and while there was renewed **job** creation, it was insufficient to make much of an impact on the level of unemployment...as well. Closely related to this discussion is the historically limited share of part-time **jobs** for women in the economy (although this seems now to have risen to international norms...pay for new capital stock both in tangible and intangible forms (road construction, higher education, **job** retraining, etc.), (31) many of which can be expected to yield positive externalities, and as...increases emanating from the modern high-growth sectors in spite of very high levels of **joblessness**. Similarly, hysteresis was avoided, as the agreements bound labour-market insiders to take account of...43) in the 1900s there has been a fairly steady acceleration in the number of **jobs** "created" by government grants. However, the grant cost per **job** approved rose from around Ir(pounds) 10 400 in 1989-91 to Ir(pounds) 17 100 in 1994. The authorities use the grant cost per **job** sustained for a period of seven years (since a substantial share of grant-aided **jobs** had earlier been shown to be ultimately "lost", especially for indigenous firms) following the initial...requirements. An input-output approach shows that already by 1991 there were 62 vertically-related **jobs** for every 100 direct manufacturing **jobs** in foreign-owned firms and only 51 in Irish-owned firms (Barry et al., 1999 attract additional workers, which the traditional sector cannot afford to **match** in the longer term. This phenomenon has not been very powerful in Ireland (Walsh, 1996...

...demographic and migration developments, higher labour force participation and a drawdown of the stock of **jobless** and agricultural workers, as well as a continuing upgrading of the nation's resources of...the competitiveness of indigenous industry. For

example,  
according to IDA Ireland, a reason for the **job** destruction in  
1998-99 by IDA-assisted companies is that several are moving  
their labour  
...70) Other alternative measures of under-utilisation of labour  
(adding  
back discouraged, underemployed or passive **job** seekers) show even  
more rapid declines than the official unemployment rate over the  
year to...  
years, and the factors that have produced it (increased  
education,  
cohort-specific effects and greater **job** availability) look set to  
continue for some while yet, before they begin to wear off...

...of choices related to benefit levels and duration, taxation,  
barriers to  
mobility, etc.). The OECD **Jobs** Strategy provided a detailed look  
at  
the subject. With a labour market that is very...success of the  
development  
agencies and their individual staff members by counting the  
number of  
**jobs** "created" or the cost per **job** "created" is inappropriate  
in a full-employment economy. While cost-benefit analysis is an  
appropriate  
...

...external effects, for example, technological spin-offs (for  
foreign  
firms) and the benefits of providing **jobs** to returning migrants  
(for  
their families and friends), might go the other way. A still...

...benefit/cost ratio. Some account of this factor has been taken  
very  
recently. Finally, the **job**-quality and regional dimensions should  
be  
taken more explicitly into account. The agencies have just taken  
on board,  
on an experimental basis, the share of **jobs** which pay salaries in  
excess of Ir(pounds) 25 000 per year, and something like...land  
price  
increases. Two important policy challenges are how to manage the  
sector's  
declining **job** prospects as well as increasingly important  
environmental externalities in the context of probably dwindling  
EU...  
licenses have been issued. In preparation for that market  
opening, the  
State provider cut its **internet** access rates by one-third and its  
interconnection charges by up to 40 per cent...the event of  
default.

Earlier in the year the Central Bank had been given the **job** of regulating investment intermediaries, and there have been some in the private sector who have...fashion.

Finally, human capital development is restricted by the lack of adult education and training. **Job**-related training was undertaken by fewer than one in four 25 to 64 year-olds...

...course offerings, especially in part-time options, and above all the lack of on-the-**job** training(139) would seem to be the key barriers in this area. The importance of...

...has changed over time. Now that it is obvious that there is no scarcity of **jobs**, the challenge is to deal with the scarcity of workers, in large part by improving...

...has responded to some of the suggestions made in the chapter on "Implementing the OECD **Jobs** Strategy" in the previous Survey (Table 33). Marginal tax rates facing low-paid workers have...  
...Table 34), even if they remain disturbingly high for married people with children.

Even if **joblessness** has dwindled, there remains a sizeable stock of unemployed who could conceivably fill existing labour...

...off the rolls either because of a voluntary departure or because they had accepted a **job** or training place. This year the authorities are moving on to focus on the stock in the **Jobs** Strategy, conditionality has been further strengthened, after initial moves in this direction in October 1996...

...and search criteria were applied in a normative fashion, but as from mid-1998 specific **job**-search actions and a commitment to availability have been imposed. These various developments have led...

...be possibly around Ir(pounds) 15 000 in 1999.



Source: Department of Finance (1998)

The **Jobs** Strategy was also concerned with other aspects of the benefit system which dull work incentives...

...incentives, since this transfer payment is only available to the unemployed. Also cited by the **Jobs** Strategy was the system of housing-related benefits.(147) The withdrawal rate of rent supplement...

...other aspects of programmes for the unemployed been integrated, both policy actions recommended by the **Jobs** Strategy. There have been few major changes in fact. In 1998 a new programme called **Job Assist** was introduced. It is a special tax allowance for people unemployed over a year  
...

...of the unemployed receive training: according to OECD (1998a), only 9 per cent of all **jobless** over 25 receive any education or training, compared with a simple average of nearly 30...will truly differ, as this programme is described as providing services to disadvantaged communities and **jobs** for the long-term unemployed. It is to be hoped that at least the training component will be higher after the shift.

The **Jobs** Strategy also made recommendations in the labour force skills, technology diffusion and product market competition...

...subject to a minimum of 70 per cent of the adult rate. Trainees, apprentices and **job** entrants would be subject to 75, 80 and 90 per cent of the regular rate...of the unemployment rate differential with the United Kingdom that has been primarily responsible for **trend** changes in real **wage** gains. If there has been a structural change in wage formation, it probably occurred before...two trends is presumably the result of the lag in the second figure. Costs per **job** have been reduced by the shift away from manufacturing projects, where investment costs are higher...workers to receive Unemployment Assistance or Benefit. Providing such workers with full-time year-round **jobs** would

therefore have no effect on the unemployment rate but would reduce the numbers on...year-olds hitting the six-month threshold in unemployment duration to register with FAS for job placement or employability-enhancement measures with the threat of forfeiture of benefits for failure to...

...market linkages, such as skills training and employment subsidies, are the most effective, while direct job-creation schemes are among the least (O'Connell and McGinnity, 1997).

150. Currently Ireland has...minimal at first sight. However, there are a variety of people who are paid for

jobs such as sleeping in the homes of the elderly for a nominal rate of about...Competitiveness Council (1998c),

Statement on Skills, Forfas, Dublin, December.

National Economic and Social Forum (1995),

Jobs Potential of the Services Sector, Forum Report No. 7, Dublin, April.

National Minimum Wage Commission...November.

O'Leary, Jim (1998),

Irish Economic Development: Some Regional Perspectives, paper

available on the internet website www.davy.ie, October.

O'Malley, Eoin (1998),

"The revival of Irish indigenous industry...

5/3,K/12 (Item 3 from file: 148) Links

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11233934 **Supplier Number: 55292338 (USE FORMAT 7 OR 9 FOR FULL TEXT )**

**PAY FOR JOURNALISTS IS GOING UP.(includes related article)(Statistical Data Included)**

COLAMOSCA, ANNE

Columbia Journalism Review , 38 , 2 , 24

July , 1999

**Document Type:** Statistical Data Included

ISSN: 0010-194X

**Language:** English

**Record Type:** Fulltext; Abstract

**Word Count:** 4812 **Line Count:** 00454

...flow of information and boosts productivity. For journalists, this all adds up to the strongest **job** market in a long, long time. Meaning,

for many of us, more **jobs** to choose from, and increasing pay. Media heavyweights like The Associated Press, Time Inc., and...

...demand. The explosion of journalistic Web sites and magazines has created hundreds and hundreds of **jobs** over the last four years, a few paying more than \$50,000 a year for beginners.

Indeed, new media is a driving force. By expanding the number of **jobs**, new media is beginning to change the supply and demand equation in both new and...

...the "funny kind" that results from the great boom that has been lifting prices of **Internet** stocks. Meanwhile, advertising is on the rise. As the economy steams along, shortages are appearing in traditional **job** slots, partly because of the ruthless cost cutting of the early 1990s.

There is no...

...from \$70,000 to \$175,000. Lawyers' salaries range from \$35,000 for public law **jobs** to more than \$100,000 for neophyte big-firm lawyers from top schools.

Also: in...

...than at any time since 1986. And that both full-time and part-time journalism **jobholders** were more likely than in recent years to report that their positions are permanent, not temporary. The survey found that the best-paying **jobs** went to graduates hired by magazines, newsletters, trade publications, and on-line publishers. It also...

...journalism professor, says, "There have been no people in recent classes who wanted a newspaper **job** who couldn't find it." Demand is exceptionally strong for copy editors, he says, and this traditional **job** category enjoyed larger than usual wage gains in the spring of 1999, a show of...

...news: small newspapers and television and radio stations are

not fully  
participating in the upward **wage trend**. "Many **jobs**  
there still start at salaries under \$20,000 a year," says Abe  
Peck,  
associate dean...

...Northwestern's J-school. "This makes employers there much less  
competitive in the current overall **job** market than they have been  
in  
the past." (See "Who's Left Out," page 29...

...television salaries for many years. Stone notes that the gap  
between  
entry-level TV journalism **jobs** and newspaper journalism **jobs**  
was still the same inflation-adjusted 12 percent in 1996 as it  
was in 1989  
...

...their wake. Journalism is benefiting from a kinetic mixture of  
money and  
technology.

The recent **Internet** stock boom has made it easy to raise  
money  
for new online ventures, including journalistic ventures. Though  
newspaper  
stocks, perhaps partly because of the fear that the **Internet** will  
cut into classified advertising, have lagged behind the S&P 500  
somewhat over the...

...Gannett by 104 percent.

The growing perception that news is now an ingredient of  
the  
**Internet** has changed the calculation that goes into investment  
decisions. Established companies are willing to invest...

...ventures in order to compete. Media companies are born and go  
up on the  
Web. **Internet** portals suddenly bet that an investment in news  
will  
eventually pay off; Netscape, recently bought...

...America Online, now perceives news as part of its basic  
service, as do  
other major **Internet** portals like Yahoo, Lycos, and Excite. Even  
outfits like broker Charles Schwab are starting financial news  
and  
information services and hiring journalists to run them.

**Internet** dreams are keeping investments in new online  
products  
high, even though the vast majority of...out of college, he is  
making  
\$72,000."

A business magazine offered an \$80,000 **job** to a thirtyish reporter working for The Street.com, the online service focusing on markets

...  
...like this are still fairly rare, but they fire up the imaginations of those contemplating **jobs** in new media.

Steven Ross, a Columbia journalism professor, cautions that many online **jobs** at newspapers remain low paid and dreary. (About half of Columbia's 240 graduating journalists planned to pursue newspaper **jobs**, the traditional entry into the profession, with most of the rest split between broadcast and...

...the information revolution -- high tech itself has created one of the biggest beats and hottest **job** markets in journalism. Silicon Valley -- growth engine of the '90s economy -- has created a cadre...

...industry, and he has some trouble keeping them. "One of the hardest parts of my **job**," he says, "is continuing to find reporters with strong technology backgrounds. I often hire from...

...the high end of our salary scale, but not the very top, are being offered **jobs** -- assistant art directors, writers, assistant managing editors -- people from all of our magazines. For each...

...how to compensate people than I have in the six years I've had this **job**."

#### A RISING TIDE

The robust economy, meanwhile, has led to a flood of advertising dollars...

...to \$6.7 billion; and newspapers, which enjoyed a 27 percent rise, to \$17 billion.

**Internet** advertising rose 89 percent in 1998, but the 1998 total was only \$1.03 billion...

...advertising spending on other media was \$77.6 billion. Yet in its impact on the **job** market, new media surely is a tail that wags the dog.

#### PAYCHECK CONVERGENCE?

Some melding of new media and traditional media is inevitable, and this will reverberate on the **job** and in the paycheck. An

increasing  
number of journalists are already moving more easily among...

...tasked environment right now," says Northwestern's Peck.

Peck sees "the speed culture of the **Internet**" at work. "Not only do new journalists do several kinds of **jobs** at a time," he says, "they also change **jobs** at a much faster rate than they used to." He cites a grad who has taken progressively better **jobs** and pay

by working at five different outlets -- just since 1993.

There are a few...

...were \$33,280 for online journalists and \$32,000 for magazine journalists, clearly a close **match**. But newspaper reporters averaged only \$26,000.

WHAT IF THE BUBBLE BURSTS?

The **job** market is buoyant now. But what about when the next recession arrives? "The fate of...decide they can no longer support

money-losers, a lot of people could lose their **jobs**. On the other hand, says a high-level editor of a major online news operation...

...the business. They also see no lack of talented twenty-somethings trying to get journalism **jobs** despite the growing disparity between starting salaries for journalists and their counterparts -- investment bankers, lawyers...rate at small daily newspapers."

Meanwhile, says Roberts, "there clearly are a lot of new **jobs** in the big cities and in the new media." So he sees a growing wage gap between the low-pay small newspaper **jobs** and the urbanized, higher-pay media **jobs**.

Troubles at The Berkshire Eagle in Pittsfield, Massachusetts, demonstrate how tough things can be at...

...and the staff was fired and invited to re-apply. "We all interviewed for our **jobs** and around three quarters of the staff -- now at about twenty-five full-time employees...

...percent, and worked incredibly hard to get the candidates we wanted.

They all took the **job**."

But in small-market television, says Vernon Stone, professor emeritus of journalism at the University...

...in TV."

Stone notes that a TV reporter is typically not as ready for an

**Internet** journalism' job as a print reporter, "so I don't think there is the same competition that...

5/3,K/13 (Item 4 from file: 148) Links

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10965374 **Supplier Number:** 54422948 (USE FORMAT 7 OR 9 FOR FULL TEXT )

**CEO Tech 100: the Chief Executive's guide to 100 of technology's hottest people, places, and things....(Cover Story)**

Haapaniemi, Peter; Dyszel, Bill; Pollard, Lisa; Ferrell, Keith; Winkleman, Michael; Pellet, Jennifer; Buxbaum, Peter; Essaides, Nilly; Oltman, Seth; Prince, C.J.; Larson, Christine  
Chief Executive (U.S.) , 12(3)

March 15 , 1999

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ISSN: 0160-4724

**Language:** English

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**Word Count:** 26466 **Line Count:** 02051

...he says, New York-based Jupiter's clients are companies that want to use

the **Internet** and other new technologies to target consumers.

Jupiter divides its world into several practice areas, including

Consumer Content, Digital Commerce, Online Advertising, Web Technology, and

Telco & Cable **Internet**. Major research projects include "The Television Industry and the **Internet**," "Consumer **Internet** Economy," and "Online Travel: Five-Year Outlook." Today, of course, the

company's knowledge base...

...and sometimes-contrarian research, with recent forecasts calling for up

to \$3.2 trillion in **Internet** commerce by 2003, and the death of HDTV. Describing the company's staff, Colony once...FROM - James P.

Hackett, President and CEO, Steelcase

SUBJECT - Remember the early phone...

MESSAGE - The **Internet** is something I watch in terms of its adoption rate across the globe. E-commerce...

...think the Web is going to emerge the same way. Instead of, "I have the

**Internet** on my computer in my house," it will be feeding multiple nodes, and feeding them...

...past few years, Ira Magaziner has been President Clinton's Senior Technology Adviser on the **Internet**, helping to shape the government's position on the new medium. Magaziner emerged as a...

...to put those ideas into action, traveling abroad to get international agreements on keeping the **Internet** duty free, supporting a domestic moratorium on new **Internet** taxes (see .020), and working to shift the management of **Internet** domain names to the private sector (see .018).

In late 1998, Magaziner shifted himself to to any particular technology, they'll be outmoded before they're enacted. Similarly, the **Internet** is by its very nature a decentralized medium, and any attempts to try to centrally...

...Bill Clifford, President and CEO GartnerGroup

SUBJECT - What Will Be

MESSAGE - E-commerce on the **Internet** will continue to transform both individual businesses and entire industries, revamping the strategic landscape more...

...in the last 75 years. The impact will be felt broadly, as access to the **Internet** becomes available through a plethora of additional devices such as mobile phones, electronic books...

...the plans go further than the current model - a set-top box that allows the **Internet** to be accessed via TV set. Figuring that consumers will be averse to too many...

...a version of the Windows CE operating system into the TV set, so that the **Internet** is just another channel on the dial. - C.J.P

.011 PLUGS

GET ON THE...VENDOR - When Stanley Kaplan, the famous testing service, went to register its trademark as an **Internet** domain name, it was shocked to discover it couldn't. Its competitor, Princeton Review,



had...

...a dictionary.

These stories, unfortunately, are more and more common. For all its value, the **Internet** is an unregulated environment that is ripe for misuse, threatening to compromise your intellectual property...at all?

Proposals to regulate cookies with much tighter controls have been put before the **Internet** Engineering Task Force (IETF), but have been repeatedly rejected by browser designers. You can set...

...for privacy on the Net - that is, until the cookie crumbles. - C.J.P

.016 **INTERNET 2**

NET REDUX - The Net may well prove to be the most successful graduate of...

...year, minimum - has slowed down academic access to what used to be their playground.

Enter **Internet 2**.

Formed in October 1996 with fewer than three dozen member institutions, the **Internet 2** project now boasts more than 120. The universities, colleges, and research teams coordinate areas... under the acronym NGI, the Clinton administration's very public commitment to the "Next Generation **Internet**." The goal: to link 100 institutions at 100 times the current speed of Net traffic...

...includes is the approval of Network Solutions (NSI), the company that took over management of **Internet** domain registration in 1993, after the task grew too large for the resources of the...

...every one of those .com names must first be registered, which is done via InterNIC (**Internet** Network Information Center) a clearinghouse created by a joint undertaking between NSI and the NSF...

...parents to filter unwanted material from their children's access.)

One thing is clear: the **Internet** won't stop growing, nor will

the demand for registration of new names. in the...

...communication, as with diplomacy, protocol is as important as language.

Enter TCP/IP - Transmission Protocol/**Internet** Protocol, actually two protocols which work in concert to a) divide messages into packets for...

...1970s.

But it's not early days any more - by a quantum long shot. IPng ( **Internet** Protocol, next generation, also known ...rapid introduction of IPng and those who favor a gradual phase-in. - K.F.

.020 **INTERNET** TAX FREEDOM ACT

TAXING MATTERS - There's as yet no call to dump T-lines...

...tax-man's access to commerce on the Net. That's the gift of the

**Internet** Tax Freedom Act - at least for a while.

Signed into law on October 20, 1998...

...to buy some breathing room in the face of the inevitable, putting into place an **internet** tax moratorium whose protections last until October 21, 2001.

No one doubts that taxation will ultimately come to the **Internet** - indeed, Net transactions are already subject to normal business taxes. The question is what form...

...is more like it, with various agencies at every level disagreeing on just what the **Internet** is. Some want to tax it as a telecommunications service; others see interstate commerce issues...

...revenue possibilities; others raise questions about the bundling of services such as cable television and **Internet** access - which get taxed and which don't?

Congress commissioned a study, to be accomplished...  
...telecommunications layperson why we don't yet have 3-D virtual reality malls on the **Internet** or true interactive television, and he or she will probably blame it on a lack...

...We've become very efficient at optimizing the use of bandwidth through packet switching and **Internet** protocols to the point where we have

more 'oil' than we have 'engines that can...SUBJECT - The Digital Identity

MESSAGE - A key technology for meeting the challenges posed by the

**Internet** is directory-enabled networks and applications, a fast-growing category of networking software. Directory services...

...resources - for example, control of how and if users access data files, applications, devices, and **Internet** services. As a result, businesses can dramatically reduce the cost of managing and securing their  
...

...allow businesses and individuals to establish the digital identities required to do business on the **Internet**. Digital identities are profiles that define what information and applications we can and cannot access...

...consulting firm. ([www.nnngroup.com](http://www.nnngroup.com))

"We're now just scratching the surface of what the **Internet** will do and how much it will reach into our lives and into business. In the future, customers will expect to be able to deal with a company over the **Internet** just as today they expect to deal with companies over the phone. Today you can...

...one that actually does business.

Customers will want to be able to go on the **Internet**, find information about all products and services, buy these products and services, and get support...

...centers, but that's a relatively expensive thing for smaller companies to do. With the **Internet**, your computer does it for you. You don't have to have staff 24 hours...

...For example, most proprietary e-mail systems (curtail) your ability to fluidly interact with the **Internet** because they don't handle attachments well. If you're trying to actually deal with...

...they don't work. But the IT departments don't want to switch to an **Internet**-based e-mail system because Lotus Notes or whatever is

what  
they know. And it...

...a genuinely open e-mail system, people within the organization will  
organize themselves around the **jobs** that need to be done on the basis of who can do them rather than...But if that is indeed the future of  
business, then companies like NetBank (formerly Atlanta **Internet** Bank) that were never hampered by bricks and mortar can provide shining  
examples of what is still to come. In 1996, NetBank's leaders saw the  
burgeoning **Internet** as a perfect fit, and an effective medium, for  
financial services. "When you pay a...

...operation doing shipping and receiving and warehouse management," says  
D. R. Grimes, CEO of the **Internet**-only bank with headquarters in Atlanta and offices on the Web. "When you have to...

...makes the financial services industry better equipped to operate in the  
virtual space."

According to **Internet** time, Grimes is already a seasoned player in the virtual world, with NetBank in its third year of operation.  
From its first day, naysayers doubted the ability of an **Internet**-only bank to compete among financial giants with established brands. But  
NetBank not only survived...and operating costs, NetBank can afford to  
offer competitive rates on its products.

Still, the **Internet** doesn't change all the rules. Grimes knows  
well he still has to have a...

...in all media, so long as they recognize that "when you are competing on  
the

**Internet**, the real estate you own is the same size as everybody else's real estate...example, in reporting on the Net's excellent Xmas  
season and on last year's **Internet** stock adventures. And it's meant  
covering some non-Net territory as well, such as...

...business managers to at least get their arms around trends in software  
and hardware development, **Internet**/intranet, networking, and IT

management - all in (nearly) plain English. - C.J.P.

.032

BUSINESSTECH...

...BusinessTech takes a business-oriented view of information technology, with a strong focus on the **Internet**. Recent articles look at digital cash, the impact of increasing bandwidth on PC makers, and the international use of encryption. The site also features regular columns covering telecommunications, **Internet** law, and new technologies; short profiles of high-tech companies; and interviews with luminaries. A... nation and funded by companies who donate a certain amount based on the response to **Internet** advertising banners.

For many of those attending the Summit, of course, these notions stand in...Mexico. "It could have happened through other media, with newspapers and TV - but with the **Internet**, we're opening the boundaries of territory and language to communicate our ideas and make...

...envision a device that could be built for \$50 or \$100 that can access the **Internet** as well as educational materials. "And you could give that to every kid on earth...

...the member of Kidz Bank, are planning to devote many of our resources to making **Internet** access and other types of technologies available. I feel with these efforts we might be...

...future children around the world."

- Isao Okawa, Chairman, CSK Corp. and Sega Enterprises

.038

"The **Internet** has bridged language barriers; it has bridged cultural barriers; it has bridged so many barriers...

...office or the home."

Launching the iMac as its flagship product - and bringing founder Steve **Jobs** back to the company's core - was, a 'low risk strategy" for a company "so...broke, don't fix it." Usually this corporate missive serves companies well. Even so, by **Internet** standards, today's system of **matching** companies going public with investors could be

considered a bit arcane. After all, what does...

...the most logical potential investors; these investors are far easier to find now that the **Internet** has created virtual communities (TABULAR DATA OMITTED) where people with common interests gather to read of these hot **Internet** companies are so hopelessly inflated, the actual value cannot possibly measure up. So ultimately, according...

...will continue or, for that matter, what precisely makes a hot IPO stay a hot **Internet** company. But Wall Street has traditionally salivated over companies with the potential for enormous growth, and the **Internet** is clearly rife with that opportunity. So, following the trend, there appears to still be...dent in AOL's marketshare and, so strong was AOL's hold on the beginner **Internet** user community that Microsoft seemed to back off entirely. The Redmond company is expected to ...

...able to successfully and swiftly integrate the two companies and, following that, to do for **Internet** commerce what he did for on-line content, then this odd couple will indeed be...

...which half?' Nobody laughs at that anymore," says Wenda Harris Millard, EVP of DoubleClick, an **Internet** advertising company that's defining industry standards for Web marketing.  
In a medium where precision...

...serves up 5 billion banners a month to its network's 44 million users.

As **Internet** advertising ...a floppy drive. That's because the iMac is designed to work largely over the **Internet**.

Above all, like any good appliance, the iMac is easy to use. To get started...

...VCR terms of degree of difficulty. Such an appliance promises to make computers and the **Internet** attractive to techno-neophytes - and indeed, nearly a third of iMac buyers have been first...

...acquired by no-nonsense systems integrator Sapien last

summer, the  
world said, "It's a **match** made in heaven."

Why? Major corporations are finally treating the **Internet**  
not  
as a stand-alone marketing venture, but as a core business  
system. As a  
result, they're looking for **Internet** developers who deliver a  
muscular technical infrastructure married to a well-branded,  
customer-friendly interface...

...talking about on-line commerce and e-business in the past,  
they finally  
realized the **Internet** was no longer a marketing channel but a way  
of  
doing business. Are you going...

...like Agency.com are attempting to ramp up their technical  
capabilities.

"Clement personally gets the **Internet** and understands what  
he  
needs to know about technology. And he really understands brand,"  
says...

reach your destination to apply this voice-recognition tool: a  
voice-powered browser for the **Internet** by Conversa. Intone your  
desires into the microphone and this cyberservant will scroll  
down, bring

...

...will soon allow for two or more (a telephone call, a fax  
transmission,  
and an **Internet** connection to boot) as well as for many more  
bytes  
per second passing through. Fiber...other inputs, then plots it  
all against  
the originator's characteristics. Without a scientifically close  
**match** you won't even get as far as the solitaire screen. - N.M.

.057 COVERAGE...

...IN YOUR FUTURE - Formerly the grunt laborers of manufacturing,  
robots  
are now taking white-collar **jobs** in the service and distribution  
industries. "Lots of things are happening to make robots  
less...and  
important book. - C.L.

.067

WHERE WIZARDS STAY UP LATE: THE ORIGINS OF THE **INTERNET**

By Katie Hafner and Matthew Lyon

Lyon Historic myths are hard to kill, but this solidly  
researched  
account does an admirable **job** setting the record straight about  
the  
origins of the **Internet**. The widespread belief that the Defense

Department developed ARPANET to protect communications in the event...

...today's computing standards - contrasts vividly with the casual Web surfer's impression that the **Internet** is a vast playground for amateurs. By giving readers an intimate understanding of the politics, people, and technologies involved with the **Internet**'s past, this national best seller yields insight into the forces that may shape its...

...a day when even the kid who mows your lawn has a grand theory of **Internet** commerce, Seybold's handbook to electronic business ... rock-solid case studies to support her points, she lays out five steps to successful **Internet** business. But the truth is, you really only need to focus on the first step...

...your electronic commerce systems are both scalable and flexible; and build customer loyalty.

If your **Internet** commerce ventures feel like a foray into terra incognita, this might be the one field...

...the unconverted about the joys of living digitally. Release 2.1 could well be called **Internet** 101 - it offers a wide-ranging survey of the Web's key intellectual issues and...

...to occur with the convergence appliance, which will link the computer, television, telephone, and the **Internet** into a single device. That integration will change the way we make sales presentations, communicate...

...world in terms of entertainment communications, commerce, and productivity.

.071 .CORP

YOU'VE GOT...A **JOB** - Jeff Hyman doesn't mean to run anyone out of business. After all, the 30...

...old CEO of Career Central knows what it's like to be unemployed. A frustrating **job** hunt after business school inspired him to start an on-line recruiting company that's...



...5 billion executive search industry. Kennedy Information, a search industry research company, predicts that electronic **job** markets will profoundly affect the recruiting industry by the year 2000.

Career Central radically streamlines the process of finding qualified candidates for a **job** by creating an inventory of **job** candidates - a database of more than 80,000 MBAs, software developers and marketing executive. For...

...10 resumes of qualified candidates within a week - and every one of them understands the **job** and is interested. By contrast, traditional recruiters charge about a third of the candidate's company's

#### **JobCast**

technology searches the member database for profiles that fit the **job's** criteria, then automatically e-mails a **job** summary to members who **match**. Interested members send their resumes back to Career Central, where a human screens them briefly, then sends them on to the employer.

Although thousands of electronic **job** boards exist on the **Internet**, most operate like newspaper classified ads, providing employers with a high volume of resumes that may or may not be qualified for the **job**. Career Central, like an executive search firm, promises to provide only qualified prospects.

While Alice...

...through intensive marketing efforts. To keep members loyal even when they've found a new **job**, Hyman plans to start an e-mail newsletter packed with juicy information like **salary trends** and hiring patterns aggregated from Career Central's own database.

"The industry is completely changing...

...way or another you're going to have to play ball with us or another **Internet** player." - C.L.

You Have Mail

FROM - Lawrence A. Weinbach, Chairman, President, and CEO, Unisys...

...the way organizations communicate and interact with their customers. NLU can be used on the **Internet** or with speech recognition to handle customer requests for information. With NLU, a company

can...described

something we did at the airport or a buffet, a plan arose to offer

**Internet** access to every citizen of Blacksburg, VA - creating a virtual community to complement and enhance...

5/3,K/14 (Item 5 from file: 148) **Links**

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OECD Economic Surveys - France , 9(1)

Jan , 1999

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...been the relative wage moderation during the present recovery.

Growth has become distinctly richer in **jobs**, including those

at the bottom end of the wage scale, and unemployment has started to...

...significantly reduce the cost of unskilled labour; and the increase in

the number of subsidised **jobs** in the non-market sector. The acceleration of the rate of **job** creation led to a significant fall

in the unemployment rate, from 12.5 per cent...

...to stimulate investment, including residential investment. Consumption

would benefit from a still strong rate of **job** creation and the modest reduction in the saving ratio partly associated with a gradual

reduction...helping those who are the most vulnerable to unemployment, and

especially the young, to find **jobs**. An ambitious youth employment programme was launched at the end of 1997, which as of...

...eighth of the economically-active 18 to 25 year-old population. While

some of these **jobs** replace other types of subsidised **jobs**, the total number of subsidised **jobs** is nonetheless set to rise considerably. The new programme aims to make young people more employable

but only partly concerns those who have the greatest difficulty

finding a

**job**. Eventually, some of the **jobs** in this programme are likely to become permanent **jobs** in the state or parastatal sphere, especially those in the education and police sectors.

Measures...to give a new impetus to collective bargaining and to trigger a virtuous circle of **job** creation and lower unemployment. in the eyes of its promoters, the acceleration of hirings during...

...time by at least 10 per cent while creating or preserving a sufficient number of **jobs** would be offset to a large extent by the savings on social transfers and the...

...The reduction of the statutory working week is a more interventionist approach than what the **Jobs** Strategy recommends. It is important to avoid that it be accompanied by a significant increase...

...The econometric simulations carried out by the OECD Secretariat and elsewhere suggest, however, that the **job** dividend is uncertain. The reform could contribute only moderately to reducing unemployment, especially given the...

...years, its contribution should be less than that from the youth employment programme. The induced **job** creations will depend inter alia on parameters which the government has decided to set only...

...have to be finalised should be framed in such a way as not to discourage **job** creation

An increase in unit labour costs, and the substitution of capital for labour which...still excessive in France, reflecting the size of public expenditure, including on direct or indirect **job** support or on reducing the participation rate. The medium-term public finance objectives should therefore...

...while taking into account the relative mobility of the various tax bases.

Supporting growth and **job** creation also requires ensuring

that  
the research and innovation potential is exploited more  
effectively  
In...

...in other OECD countries, innovative companies drive growth and  
create  
the largest number of skilled **jobs**. It is therefore essential to  
ensure that innovation in the broad sense is not hampered...  
...this comparative advantage could be exploited more fully.  
Indeed,  
France's innovation performance does not **match** its scientific  
potential and R&D expenditure, which remain considerable  
notwithstanding some levelling-off in...and the labour market.  
Those should  
give less weight to rents (associated with diplomas or **job**  
security), and more to risk-taking and entrepreneurship, which  
presupposes  
in particular the acceptance of...FIGURE 11 OMITTED). In 1998 it  
may rise  
by over 2 per cent (280 000 **jobs**), thus exceeding its peak of  
1990.(13) Whereas employment in industry and building/public  
works was  
still falling in 1997, although much more slowly than in 1996,  
net  
**job** creation should be observed in all major sectors in 1998, for  
the first time since...

...employment outlook has also improved for management personnel,  
after a  
number of difficult years.

The **job** content of this recovery is higher than that of  
earlier ones. This is partly due...

...employment. To market employment should be added the hirings  
associated  
with the 21 500 youth **jobs** launched by the end of 1997 and the  
130  
000 youth **job** creations expected by the government for 1998  
(Chapter  
II).

After reaching a high plateau in...  
...the labour force.

Long-term unemployment continues to account for a large  
share of the  
**jobless** total; it has been rising since 1993 and now stands at  
over  
40 per cent...number of the provisioning arrangements for  
corporations have  
been adjusted or abolished. Tax incentives for **job** and business  
creation have been introduced (Chapters II and III). Regarding  
households,

the five-year...employment around the public sector has expanded (including a high proportion of the new youth **jobs**).

Health spending, which had slowed for a while, accelerated in 1998, leading the government to...9 per cent for the employment budget, in order to finance the shorter workweek and **jobs** for youth).

Appropriations earmarked for the environment have been increased by about 15 per cent...

would continue to be led by domestic demand. Consumption would remain buoyant, supported by net **job** creation. The same would apply to investment, which towards the year 2000 would regain the...

...priorities in France as in other European OECD countries. In the context

of the OECD **Jobs** Strategy, the previous Survey provided a comprehensive analysis of the different dimensions of the problem...out of a total FF 82.7 billion in social contribution relief. The number of **jobs** generated would be between 10 000 and 50 000 over five years per FF 10...

...by 2 per cent, and the government is hoping that as a result 25 000 **jobs** will be created in 1999 and 100 000 ultimately.(47) Given the arrangements for its...

...and commerce).

Assistance to enterprises that have shortened working hours and created or preserved sufficient **jobs** takes the form of a flat-rate cut in their social contributions (see Annex I...

...the 1998 Finance Law, of a tax credit of FF 10 000 for each net **job** creation in 1998, 1999 or 2000. This advantage applies only to the first 50 **jobs** created, thereby focusing the incentive on SMEs. The tax credit can be set against the...

...to individuals, on the grounds that in France home services constitute a major source of **jobs** which has barely been tapped, while needs are bound to grow because of population ageing...slowed (every six

instead of  
every four months), the period of full-rate entitlement for  
**jobless**  
persons aged at least 49 with a record of 14 months' work during  
the  
previous...

...months was abolished.

As the previous Survey noted, the relative generosity of  
benefits for  
the **jobless** may encourage some of them to remain non-active  
(unemployment trap). Similarly, the effective marginal...  
...basic income support. More specifically, a person receiving  
the RMI who  
takes a low-paid **job** may now combine these two income sources in  
full for the first three months, the...

...ASS) paid to unemployed persons who have exhausted their  
benefit  
entitlement and the young first-**job** seeker's allowance will be  
inflation-proofed and not attachable (like the RMI). The same...

...costly (FF 120 000 per beneficiary per annum).(53) A new  
allowance  
targeting the elderly **jobless** was introduced in late 1996 for  
persons with 40 years of contributions to the old...

...allowance is paid, at a maintained rate, until age 60.

Finally, unemployment benefit administration and **job**  
placement  
have been reformed. **Job**-seeker registration, formerly handled by  
the  
local employment agencies, has been progressively transferred to  
the  
unemployment insurance funds (ASSEDIC) in order to simplify the  
administrative formalities for **job**-seekers, to shorten the time  
needed to obtain unemployment benefits and to refocus the  
activity...is  
also planning to facilitate workforce sharing among several  
enterprises,  
while guaranteeing a modicum of **job** security for the employees  
concerned. It is studying ways to remove the obstacles to  
these...

...that took office in June 1997 has been the launching of the  
"New  
Services, New **Jobs**" programme, which aims to encourage the  
creation  
of **jobs** that will fill emerging needs not met by the public  
sector  
nor by the market, notably in educational, cultural, sporting,  
environmental and neighbourhood service activities. These **jobs**

are  
reserved for young people between the ages of 18 and 2559 and  
subsidised by  
...

...at a present annual cost of FF 93 843 per year). One-fifth of  
these  
**jobs** are to go to young people from distressed neighbourhoods.  
The  
idea is that these **jobs** should not compete with the market sector  
or  
the private nonprofit sector, or take the place of pre-existing  
or  
traditional **jobs**. in this way, an effective demand for the  
services  
performed would be revealed and ensure...

...a skill negotiable in the labour market. The target is to  
create 350 000  
youth **jobs** of this type by 2000, of which 150 000 by end-1998. By  
mid-November 1998, 152 000 such **jobs** had been set up, of which  
nearly 109 000 had already translated into hirings. The youth  
**jobs**  
were first set up mainly in national education (65 000) and the  
national  
police (8...

...measures have been written into the anti-exclusion legislation  
to offer  
a new start to **job**-seekers, and more particularly to youth and  
the  
long-term unemployed. The **job**-seekers concerned will receive  
personalised offers in the form of a  
**job** vacancy, a training scheme,  
contractual facilitation or social facilitation in cases of  
severe social  
handicaps...

...offers needy young people aged 16 to 25 an 18-month path to a  
first  
**job**, which can be extended in special circumstances and which  
provides pay or, where necessary, emergency...

...solidarite (CES - employment-solidarity contracts) - which  
provide 80  
per cent plus State-subsidised part-time **jobs** in the public  
sector  
(with an exemption from employer social contributions) - are  
being  
refocused on...

...000 in 1998 to 425 000 in 1999.(61) The contrats emplois consolides (CEC - consolidated **job** contracts) - which provide five-year **jobs** with associations and local authorities and are intended to satisfy hitherto unmet community needs, and...their workforce commensurately for at least two years (offensive action) or undertook to maintain a **job** when a redundancy was planned (defensive action). The impact of this scheme, too, was limited, with fewer than 3 000 agreements signed covering barely and an average rate of **job** creation or preservation of about 12 per cent of that coverage, ignoring windfall effects (Annex...

...Robien Law, this assistance is flat-rate so as to favour low-wage employment. The **job** creation threshold for aid eligibility is lower, at 6 per cent for a 10 per...70)

The authorities have presented this reform as permitting the creation of several hundred thousand **jobs**. Accelerating hires would avoid that some of those who became unemployed during a downturn would...

...of in-firm and branch-level collective bargaining, simultaneously dealing with working time and organisation, **job** creation and wages. The simulations carried out in French government offices and elsewhere show divergent outcomes, with net **job** creation at a horizon of several years varying according to the model used and, most...

...involves several kinds of risks. To establish a virtuous circle of working time reduction and **job** creation without any marked deterioration in competitiveness and public finances, substantial scope for productivity gains...

...Maarek, 1998). In some sectors, the possibilities of substitution between overtime working and hiring of **jobless** persons are limited owing to skill mismatches (Fitzgerald, 1998). Finally, there is the problem of...

...higher education graduates, and three times higher for manual



workers  
than for management personnel. The **job**-entry paths for young people  
are now longer and more unstable: 44 per cent of young people with a  
**job** are temporaries, apprentices, or on fixed-term or subsidised contracts. The importance of improving lifelong...

...the introduction of information and communications technologies in schools, including by link-up to the **Internet** (Chapter III). More emphasis is also being placed on foreign languages and promotion of teaching...distortions as regards competition in this area.

Administrative simplification, tax incentives and employment

Recognising that **job** creation is being hampered by the heavy administrative constraints on enterprises, and particularly on SMEs...

...with publicly collected information. The Ministry of Economy, Finance and Industry has posted on its **Internet** site several dozens of forms and circulars, together with directions for use and explanations, most of which can be downloaded. More generally, the **Internet** sites of the principal government departments are expanding rapidly. (84)

The 1999 Finance Bill also...of court officers does not sufficiently provide them with the incentive to save activities and **jobs** that can be saved. The government is planning an extensive reform of commercial justice, which...redundancy plan since 1987, with a four-year phase-out of at least 4 000 **jobs** (out of 10 600). A large proportion of these layoffs would take the form of...

...The Credit Lyonnais, in particular, submitted to the European Commission a corrective plan that included **job** cuts totalling 5 000 persons between mid-1996 and end-1998. The State's holding...

...improving labour and product market performance along the lines of the recommendations of the OECD **Jobs** Strategy is even more important than before (OECD, 1998d). While real progress has been made...

...programmes are now tending to focus on the more vulnerable population

categories. An ambitious youth-**job** programme has been launched which is intended to cover one-eighth of labour force participants...

...because they cover a fairly wide range of objectives. The gross cost of subsidisation per **job** created or saved as booked in the budget (as well as their cost net of...than to check that these are being strictly applied.

A significant proportion of the youth **jobs** created to date are much like the contrats emplois consolides, the number of which is likewise set to rise steeply. Other youth-**jobs** resemble and sometimes take the place of contrats emploisolidarite. In most cases the arrangements for ...

...risen since the end of 1996, in particular with the development of the ARPE. Finally, **job**-seeker registrations have been transferred to the ASSEDIC unemployment insurance funds, which should make it possible to minimise formalities and refocus the action of the ANPE on **job**-search assistance.

The general measures to reduce labour costs have been expanded. At the low...

...phase-out of the wage component of the taxe professionnelle are also intended to stimulate **job** growth. However, in the long run, the advisability of maintaining the taxe professionnelle should be...

...here. The process should accelerate as the shorter working week is phased in. But if **jobs** are to be created, there must at the same time be a real effort at...OMITTED). The high-technology segment has been less affected, however, thanks to demand growth. Net **job** creation is concentrated in the service sector. The ICT sectors in particular have created numerous **jobs**, doubling their share of private sector salaried employment to 300 000 **jobs** over the period 1981 to 1996.(93)

Microeconomic studies show that in France, as in...

...as a result of higher incomes. The reallocation of labour to

businesses

that are potential **job** creators depends on skills adaptability, labour market flexibility and the regulatory and institutional framework in

...developments over the past decade, the question is how far the committed

resources have been **matched** by economic performance, particularly as

concerns innovation.

A major research effort...

Domestic expenditure on R...could be guided more effectively through

the system. It would be helpful to open an **Internet** site enabling SMEs to know whom to contact in any administrative department according to

their...of SMEs whose direct and indirect contribution to development and

technology diffusion, productivity growth, and **job** and wealth creation, is particularly important and increasing with the emergence of a

knowledge-based...below). It will also depend on the degree to which supply

and demand are efficiently **matched** by competent intermediaries, backed up by specialised financial and technological information and

evaluation services, of...

...criteria on which researchers are evaluated.

In France as elsewhere, few people with a stable **job** in public

research or the private sector would be willing to quit it for a...under

services. If they were reclassified under industry, the latter would have

been a net **job** creator from 1997. If the same adjustment were made

for building/public works, employment in...Although few observers deny that

these traps can exist in the case of part-time **jobs**, opinions differ

as to their importance in the case of full-time work (see CSERC...

...600 staff and plans, in addition to the aforementioned post creations,

to accommodate 500 youth-**jobs**. ANPE staffing per unemployed is relatively low in France.

55. Instruction of the Employment and...

...an effective working time of more than 35 hours and does not provide for

any **job** creations. The Employment and Solidarity Minister has

indicated that this agreement would not be extended...

...in these documents contrast with those published a few years earlier, which showed much larger **job** gains (see, for example, Cette and Taddei, 1994, Confais et al., 1993, and Fitoussi, 1993). It...

...to determine in what conditions the changeover to the 35-hour week could generate many **jobs** rather than to predict the impact of the legislation.

72. Even ex post evaluation of...

...the ART ruled unfavourably on a bid by France Telecom to provide access to the **Internet** for schools, on the grounds that by combining telephone connection (for which the original operator held a dominant position), data transmission on the Transpac network and access to the **Internet** proper, this offer raised an entry barrier for data transmission operators and **Internet** access suppliers, and also that the flat charge proposed was lower than the cost of...IT does not appear in the usual classifications and has to be estimated by cross-matching various sources (Lerenard and Tanay, 1998).

94. The demand for skills is also influenced by international competition. The respective roles of advances in technology and international trade in **wage**, employment and skills **trends** are examined in detail in OECD (1994) and special issues of Economie et Statistil1997) and...

...of private venture capital.

112. See for example the Angel Capital Electronic Network on the **Internet** in the United States.

113. Incubators are institutions that supply plant and a range of... and Juppette: A Discrete Analysis of Scrapping Subsidies", NBER Working Paper No. 6048.

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l'etranger, <http://www-leibniz.imag.fr/PLAN/index.html>.

Passet...

...However, the impact of the Robien Law remains limited - with  
at most

some 34 000 **jobs** created or saved (on the basis of ...youth,  
long-term unemployed or handicapped persons, for those that  
exceed the

minimum requirements for **job** creation, and for low-wage firms  
employing mainly manual workers.(9) The reductions are  
not...person will

reduce monthly social transfers by FF 5 000;

\* one-third of the induced **job** creations will draw in  
theretofore inactive population;

\* there will be no windfall effects;

\* the reduction...

...effects of the reduction in working hours.(19) In the short-term, the effect of **job** creation on overall household income exceeds that of wage restraint, thereby having a positive effect...up to a maximum of seven years if the firm makes further undertakings to preserve **jobs**. For more details on the Robien Law and its implementation, see Boisard and Dalle (1997).

3. The net impact has been estimated at about 15 000 **jobs** (Ballet, 1998).

4. The law covers some 13 million employees in the non-agricultural traded have acquired with telematics servers, even though it is not directly transposable to the **Internet** - in particular due to the absence of hyperlinks - is an advantage (Lorenz, 1998, and OECD, 1998m). The speed with which Minitel services are transposed on **Internet** is illustrated by the fact that 90 per cent of the firms accounting for 90 per cent of Minitel turnover are on **Internet** (AFTEL, 1997).

Small firms are also making efforts to catch up, though their diversity makes...

...basic computer system (ILLUSTRATION FOR FIGURE A2 OMITTED). The number of firms connected to the **Internet** was set to double between 1997 and 1998, to close to 50 per cent.

(TABULAR...

...it would be between 35 and 50 per cent, with 20 to 30 million subscribers.

**Internet** use

**Internet** use in France still concerns only a minority (ILLUSTRATION FOR FIGURE A3 OMITTED). The proportion of **Internet** host computers has not risen as rapidly as in other countries. Between 1994 and 1997, the ratio of the number of **Internet** hosts to the number of PCs doubled in France, whereas it tripled in Germany and...

...is relatively expensive, have in the past contributed to hold back the growth of the **Internet** in France. However, households' familiarity with a keyboard associated with the use of Minitel as...

...access costs, which has begun and should continue, help explain the rapid take-off of **Internet** use since 1997.(3) Between mid-1997 and mid-1998, the number of regular **Internet** users nearly tripled, reaching 2.9 million.

Electronic commerce

Electronic commerce over the **Internet** is growing though the volume of transactions is still modest, amounting to about FF 6...

...now recent models (two years old at most). Schools are being rapidly connected to the **Internet**, though access is still well below that in the United States. The proportion of high schools and lycea connected to **Internet** has increased considerably, with 60 and 83 per cent of them respectively now online. In...

...ratio, efforts remain needed to improve students' access to computers, whether to navigate on the **Internet** or ...higher education institutions. The government has also announced that it intends to introduce IT and **Internet** courses for all students in teacher training colleges for the next school year.

Computerisation of...

...Corp and Dataquest, Statistics Canada and Gfk.

3. The development by several producers of Minitel-**Internet** machines offering easy access to both and carrying a low price tag might also work...in the public and voluntary sector is promulgated. The aim is to create 350 000 **jobs** for youth under 30 years old.

November

The government presents a national plan launching the...

...The Prime Minister presents an action plan aimed at speeding up the development of the **Internet** in France.

February

The Prime Minister announces a series of solidarity measures, including a 6...

10468016    **Supplier Number:** 21143799 (USE FORMAT 7 OR 9 FOR FULL TEXT )  
**The latest Dow Jones Interactive enhancements.**

Conhaim, Wallys W.  
Link-Up , v15 , n5 , p10(2)  
Sept-Oct , 1998  
ISSN: 0739-988X  
**Language:** English  
**Record Type:** Fulltext  
**Word Count:** 2139    **Line Count:** 00177

...Tim Andrews stated recently that the company was not afraid of competing resources from the **Internet**, but rather "embraced" the Web as a new tool for Dow Jones Interactive and its...from Dow Jones Interactive on their intranets and customize the information for various departments or **job** needs. Information managers can even append their own comments to articles.

By the end of...  
...the Credit Scoring Report. Media General financial reports are available via a searching and criteria-**matching** process, as are reports of companies compared with their primary industry's performance. SEC 10...

...pages of Dow Jones Interactive. This ad-supported service offers a full range of career, **job** hunting, and **salary trend** information as well as lists of **job** opportunities from major national companies. Fee-based services such as career counseling and access to...

...venture with Korn/Ferry International, a leading executive search firm. FutureStep.com does not list **jobs**, but offers candidates a chance to be considered for managerial posts, including those posted in...choose Take a Tour at <http://wsj.com>.

Wallys W. Conhaim is Link-Up's **Internet** columnist.

**Descriptors:**  
...**Internet**/Web search services



5/3,K/16 (Item 7 from file: 148) Links  
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09861696 **Supplier Number:** 19969548 (USE FORMAT 7 OR 9 FOR FULL TEXT )  
**Not-so-funny money. (IS executive salary survey) (includes related article on who was surveyed) (Industry Trend or Event)**

Violino, Bob; McGee, Marianne Kolbasuk  
InformationWeek , n656 , p38(8)  
Nov 10 , 1997  
ISSN: 8750-6874  
**Language:** English  
**Record Type:** Fulltext; Abstract  
**Word Count:** 3034 **Line Count:** 00234

**Abstract:** ...ranks of staff is in 1997 reaching into senior management. Key factors driving the CIO **job** market include Year 2000 work, re-engineering projects, telecom network expansion, **Internet** projects, globalization and enterprise resource planning (ERP) deployment. Experience and **job** titles correlate closely to pay; the highest-paid CIOs have been on the **job** an average of 19 years. A majority of IS executives nevertheless rank total compensation as 'better than average,' and most are happy with their **jobs**.

...factors include reengineering projects; year 2000 work; enterprise resource planning (ERP) deployments; telecommunications network expansion; **Internet**, intranet, and Java initiatives; and globalization. The growing demand for managers' services is contributing to...

...of IS, at \$98,000.

Not surprisingly, there's a correlation between years on the **job**, **job** title, and pay. While the average **job** experience for all 400 executives surveyed was 16 years, the CIOs in the group have...

...profession the longest, they've also worked the shortest period of time at their current **job** of any senior IS executives-just over six years, on average. They're also more likely than lower-level IS executives to call their **jobs** insecure. When the CIOs in the survey were asked to rate their **job** security, 5% called it poor. Among the lower-level IS managers none called their **job** security poor (see chart, above right). Similarly, while fewer than one-third of the CIOs rated their

**job** security as very good, nearly half the lower-level IS managers gave it that rating.

Location and cost of living also come into play when companies are trying to lure **job** candidates. "The East Coast is very expensive to live in-if you get an offer...This next level includes heads of technology for business units and chief technology officers, whose **jobs** are often more technical than a CIO's, Leon explains. Some companies have CTOs whose **job** is synonymous with CIO, while others have both a CTO and a CIO. "The basic...

...says that three times in the last 18 months, a candidate accepted a CIO-level **job**, had a start date, and then at the last minute received a generous counter-offer...

...t have to do much more to earn them than say yes to a new **job**. "To entice someone to leave a company, money talks," says Doug Greenleaf, CIO at accounting...

...by 93% of the respondents; education and training (cited by 81%); 401(k) retirement-fund **match** (79%); and performance bonuses (76%). Other, less common benefits are stock plans, sabbaticals, company cars...

...8% get benefits in the over-40% range.

How are those benefits awarded? Executives say **job** performance and the success of their companies are critical. Nearly three-quarters of the managers...benefit payments.

One market force that is having an impact on IT pay is the **Internet**. The Web and related technologies are contributing to higher compensation in the industry, not only...

...opportunities for companies, but also because they are giving CIOs and other IS executives more **job** opportunities.

"We're going to see a lot of **Internet** startups that try to pull people out of CIO **jobs** to become CEOs at their companies," says a CIO at a large Northeast financial-services...

...are likely to be most in demand. "There is an evolution going

on with  
the **job** of CIO," says Lesica of PepsiCo. "Technology was the  
largest  
factor in a CIO's **job** before, but this is being coupled with  
business acumen and communication skills. In order for...

...ago. There's also a greater appreciation for the complex and  
strategic  
nature of the **job**, and the more important role the CIO is playing  
in  
most business strategies. To attract...

...census regions:the Northeast, Midwest, West, and South.  
The survey sample isolated IS executives by **job** title, i.e.,  
CIO, executive VP, senior VP, VP, IS director, and senior  
manager. Nearly  
...

...In 1998 we plan to conduct multiple salary surveys. Our  
goal:to inform  
you about **salary trends** across a wider range of IT positions,  
including programmers and support positions. We also intend...

5/3,K/17 (Item 8 from file: 148) **Links**  
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09829170 **Supplier Number:** 17492116 (USE FORMAT 7 OR 9 FOR FULL TEXT )  
**Social solidarity, democracy and global capitalism.**

Laxer, Gordon  
Canadian Review of Sociology and Anthropology , v32 , n3 , p287(27)  
August , 1995  
ISSN: 0008-4948  
**Language:** English  
**Record Type:** Fulltext; Abstract  
**Word Count:** 12719 **Line Count:** 01054

...cultural products such as American films and English-language  
rock music  
and television programmes. The **internet** allows people in  
different  
countries to converse with each other. Some speculate that these  
and...Most  
people do not want to want to roam the globe in search of a **job**.  
If  
most people are relatively immobile, then the sovereignty of  
their  
political communities to determine...force altogether (Esping-

Andersen,  
1990: 151). These conditions are not conducive to building  
communities of  
**wage-earners**. The **trends** vary by country and are influenced  
by politics. Nevertheless, they seem to point to a...

...gains and lower profits. This crisis is at the heart of trends  
to end  
permanent **jobs** and to reduce wages and employment. Not all of  
these  
trends are rational. In the...

...Flexible automation is replacing Fordism and creating a dual  
labour  
market of good and bad **jobs** (Myles, 1991).

The 1990s have witnessed similar changes in the public  
sector, which  
was until recently a refuge from the private-sector afflictions  
of  
**job** insecurity and the vagaries of market cycles. No more: the  
1990s  
recession and high-interest...then the Crocus Fund, set up in  
1991 to  
counter the flight of capital and **jobs** from Manitoba (Quarter,  
1995). These labour funds are well on their way to becoming  
the...  
democratic control and to social goals. Furthermore, with the  
drop in the  
number of permanent **jobs** and in union membership, occupational  
pension funds and other forms of existing social capital are...

...democratically and in accordance with the public interest. If  
presented  
as a way to increase **jobs** and, in the long run, decrease the  
numbers  
drawing from unemployment funding, the idea could...

...workers who desire higher returns on their investments and  
younger  
workers who desire investments for **job** creation in Canada. Worker  
or  
community ownership operating within market confines has  
difficulty  
overcoming the...

...Fund was mainly a matter of self-interest, while recently the  
motivation  
has increasingly been **job** creation.(33)

A major advantage of social capital funds is that they may  
be able...  
survive without the combined 40% federal and provincial tax  
credits. In

provinces that do not **match** Ottawa's 20% tax break, his fund raises virtually no money (The Globe and Mail...

5/3,K/18 (Item 9 from file: 148) [Links](#)  
Gale Group Trade & Industry DB  
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09809015 **Supplier Number:** 19854445 (USE FORMAT 7 OR 9 FOR FULL TEXT )  
**Statements to Congress.(Transcript)**

Federal Reserve Bulletin , v83 , n9 , p735(35)  
Sep , 1997  
**Document Type:** Transcript  
**ISSN:** 0014-9209  
**Language:** English  
**Record Type:** Fulltext; Abstract  
**Word Count:** 27658 **Line Count:** 02233

...have developed between the agencies will stand us in good stead as we tackle the **job** of preparing legislative recommendations.  
Congressional efforts to simplify the disclosure schemes have been discussed and...

...included things like changing the definition of a "business purpose loan" in Regulation X to **match** that in Regulation Z, developing a commentary ...a remarkable increase in work opportunities for Americans. A net of more than 13 million **jobs** has been created since the current period of growth began in the spring of 1991...

...our population are fully sharing in the economic improvement. Some Americans still have trouble finding **jobs**, and for part of our workforce real wage stagnation persists.  
In contrast to the typical...spinning rather than true productivity advance, it has brought with it a heightened sense of **job** insecurity and, as a consequence, subdued wage gains. As I pointed out here last February...

...and that new labor union contracts have been longer and have given

greater emphasis to **job** security. Nor should it have been unexpected that the number of workers voluntarily leaving their **jobs** to seek other employment has not risen in this period of tight labor markets.

To...

...that the proportion of workers fearful of layoff has stabilized and the number of voluntary **job** leavers has edged up. And, indeed, perhaps as a consequence, wage gains have accelerated some...

...have suggested, and a lingering sense of fear or uncertainty seems still to pervade the **job** market, though to a somewhat lesser extent.

Consumer surveys do indicate greater optimism about the economy. However, it is one thing to believe that the economy, indeed the **job** market, will do well overall, but quite another to feel secure about one's individual...the prodigious gains in hardware capacity. The interaction of both of these has created the **Internet**.

The accelerated synergies of the various technologies may be what have been creating the apparent...

...from the Federal Reserve's point of view, the faster the better. We see our **job** as fostering the degree of liquidity that will best support the most effective platform for...have come from an expansion in the population aged 16 to 64 who wanted a **job**, and more than a third of those were net new immigrants. The remaining 1 million...

...as unemployed (600,000 annually) and those who wanted, but had not actively sought, a **job** (more than 400,000 annually). The latter, of course, are not in the official unemployment...

...digging ever deeper into the available working-age population is not a sustainable trajectory for **job** creation. The unemployment rate has a downside limit if for no other reason than unemployment, in part, reflects voluntary periods of **job** search and other frictional

unemployment.

There is also a limit on how many of the additional 5 million who wanted a

**job** last quarter but were not actively seeking one could be readily

absorbed into **jobs** -- in particular, the large number enrolled in school and those who may lack the necessary skills or face other barriers

to taking **jobs**. The rise in the average workweek since early 1996 suggests employers are having increasingly greater difficulty fitting the

millions who want a **job** into available **job** slots. If the pace of **job** creation continues, the pressures on wages and other costs of

hiring increasing numbers of such...in the working-age population (age

16-64) who say they do not want a **job**. Presumably, some of these early retirees, students, or homemakers might be attracted to the **job** market if it became sufficiently rewarding. However, making it

attractive enough could also involve upward...

...if worker skills increase, but such gains come slowly through improved

education and on-the-**job** training. They are also possible as capital

substitutes for labor but are limited by the...

...oil import prices may not continue to decline. While it is possible that

better productivity **trends** and subdued **wage** growth will continue to help damp the increases in business costs associated with tight labor...

...excess credit creation. But this is not growth that promotes last standards of living and in **jobs** for ...or to take drastic action, such as striking or quitting to look for a better **job**.

They

may be reluctant because they are insecure in the face of rapidly changing

technology...dependency and channel large portions of the present and

future welfare population into self-supporting **jobs**. For these efforts to be even moderately successful will require effective skill

training and **job** placement, adequate child care, and, above all, low

unemployment rates and plentiful entry level **jobs**. If economic expansion continues and labor markets remain tight, there is a good chance

that many families who would otherwise have depended on welfare

can acquire  
the **job** skills and experience that can enable them to live more  
independent and satisfying lives. If...

...that it has but by no means certain.

This leaves monetary policymakers with the difficult **job** of  
watching all the signs, weighing the risks, and making a new  
judgment call

every...for work because they do not think they have the skills  
to get a

"good" **job**-principally older workers and young people who have  
dropped out of school.

Indeed, the shortage...

...their increased productivity. Public investment in training  
for workers

with low skills -- often unsuccessful when **jobs** are scarce --  
also

stands a far better chance in tight labor markets of moving  
workers into

**jobs** in which they can gain increasing skills, experience, and  
higher wages. Continued low unemployment rates...to the  
discipline of

competition. The star of this show is the private sector. Our **job**  
is

not to mess it up. We can mess it up either by inappropriate  
action...on

supply and demand. At NAIRU, supply and demand are balanced, so  
inflation

is stable, **matched** by expected inflation. The trigger for  
increases

in inflation is excess demand for labor and...to this theory,  
corporate

restructuring, globalization, and technological change have  
increased

workers' insecurity about their **jobs**. As a result, workers have  
been

willing to accept some restraint on their real wages...the  
highest possible

standard of living for all our citizens and the greatest number  
of

**jobs**. But in saying this, I want to be clear as to what we can  
expect...monetary policy means that a central bank would no  
longer be

concerned about output or **job** growth. I would like to make  
explicit

for the record that I believe this view...the bust comes, they  
also suffer

disproportionately by being among the first to lose their **jobs**.  
They

also are not users of sophisticated financial instruments to  
protect their



modest savings from...

...growth brings a lower level of unemployment, higher labor force participation, and greater availability of **jobs** to those who are not easily hired because they need more training and help from...

...growth can be sustained only if the benefits of the economic pie -- more and better **jobs**, higher incomes, improved housing, and a higher standard of living -- are shared by all parts...to examining depository institutions. Allocation of the resources the Federal Reserve uses to do its **job** depends heavily on the state of the economy (both national and international), how well or...bulletin are provided as Attachments 1 and 2 respectively.(1) We have also established an **Internet** Web site to provide depository institutions with information regarding the Federal Reserve System's CDC project. This site can be accessed at the following **Internet** address: <http://www.frbsf.org/fiservices/cdc>.

To heighten the industry's awareness level, the...

...the FFIEC, the Federal Reserve has developed a Year 2000 information distribution system, including an **Internet** web site and a toll free Fax Back service (888-882-0982). The web site...

...of this year. The FFIEC Year 2000 web site can be accessed at the following **Internet** address: <http://www.ffiec.gov/y2k>.

The Federal Reserve has also produced a ten-minute...

5/3,K/19 (Item 10 from file: 148) **Links**

Gale Group Trade & Industry DB

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09208975 **Supplier Number:** 18958288 (USE FORMAT 7 OR 9 FOR FULL TEXT )

**Evidence on nominal wage rigidity from a panel of U.S. manufacturing industries.**

Ghosal, Vivek; Loungani, Prakash

Journal of Money, Credit & Banking , v28 , n4 , p650(19)

Nov , 1996

ISSN: 0022-2879

**Language:** English

**Record Type:** Fulltext; Abstract  
**Word Count:** 8696 **Line Count:** 00713

...is lower in the early 1960s and mid-1980s than in the intervening period. This **matches** up well with the pattern of expected inflation, as we demonstrate in later tables. The...of Economic Research Productivity Database used for this paper is available for anonymous ftp. The **Internet** address is nber.harvard.edu, and the data are located in the directory /pub/productivity...  
...sets of workers at the firm, "insiders" and "outsiders." insiders enjoy a high degree of **job** security, for instance, they may be senior workers. Outsiders are workers with a more marginal...whereas) nominal wage contracts acting with both technology shocks and monetary shocks produce data that **match** the features of the U.S. business cycle quite well"  
(pp. 22-23). The features...

...in output in response to a money shock.  
(5.) The "composition bias" arises because aggregate **wage statistics** assign greater weight to low-wage workers during expansions than during recessions. Solon, Barsky, and...

5/3,K/20 (Item 1 from file: 275) **Links**  
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01858065 **Supplier Number:** 17622021 (Use Format 7 Or 9 For FULL TEXT )  
**The futile search for questionable answers. (telecommuting is almost impossible to benchmark usefully)(Feature Story)**

Telecommuting Review: the Gordon Report , v12 , n10 , p1(5)  
Oct , 1995  
ISSN: 8756-7431  
**Language:** English **Record Type:** Fulltext; Abstract  
**Word Count:** 2807 **Line Count:** 00230

...and so on.  
As far as I can tell, there's nothing that makes these **jobs** particularly unique; I don't mean the work is mundane or unimportant, but the fact...

...reasons that utterly confound me, the significant advances we

have made  
in implementing flexibility are **matched** by what appears to be  
terribly poor information transfer.

A related problem is the need...  
...the following:

- \* Telecommuting works, though care must be taken to apply it  
in the  
right **jobs** and with the right employees and managers;

- \* The technical requirements are for the most  
part...promotions  
because you are "out of sight" justified? That is, what do  
promotion,  
transfer, and **salary** increase **statistics** tell us about  
real-world experiences of telecommuters relative to their peers  
in the same  
...

...captive to the old issues. They can be answered via book,  
videos, FAQs  
on the **Internet**, and other ways. If you'll look at my Web site,  
for  
example, you'll...

...years ago, and what a few years later put into practice in my  
first  
corporate **job**.

Are we slow to learn, slow to change, or is the  
theory/content itself  
somehow...

5/3,K/21 (Item 1 from file: 621) **Links**

Gale Group New Prod. Annou.(R)

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01630552 **Supplier Number: 48393576 (USE FORMAT 7 FOR FULLTEXT)**

**FEATURES/ Internet Delivers 401k Retirement Advice.**

Business Wire , p N/A

April 1 , 1998

**Language:** English **Record Type:** Fulltext

**Document Type:** Newswire ; Trade

**Word Count:** 728

**(USE FORMAT 7 FOR FULLTEXT)**

**FEATURES/ Internet Delivers 401k Retirement Advice.**

**Text:**

**BOSTON--(BUSINESS WIRE FEATURES)--April 1, 1998--The internet**

influences almost every aspect of our lives. From buying books to  
paying taxes to finding **jobs**, Americans are going online for  
a

variety of services. Now even customized retirement planning is possible with **internet** technology.

The retirement landscape has changed dramatically over the last 20

years, fueled in part...  
...it's urgent, it's too late."

These software programs are usually delivered over the **internet**, a company's proprietary intranet or a standalone computer. In addition to helping employees invest...

...offerings, and change their asset allocation -- all at their own convenience. Once they enter vital **statistics** such as age, **salary**, expected retirement age, risk tolerance, and other relevant information, specific advice tailored to their unique...

...must discipline themselves to contribute to these accounts and employers still should encourage savings with **matching** contributions."

CONTACT: Sherry Walker  
617/266-5673 or 617/247-1055

5/3,K/22 (Item 1 from file: 9) **Links**  
Business & Industry(R)  
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01643152 Supplier Number: 24366808 (USE FORMAT 7 OR 9 FOR FULLTEXT)

**The Latest Dow Jones Interactive Enhancements**  
( Improvements to Dow Jones' Interactive Publishing unit's Web version of Dow Jones Interactive, which was introduced in 9/97, include Dow Jones Interactive Intranet Toolkit )

Link-Up , v 15 , n 5 , p 10+  
September 1998

**Document Type:** Journal **ISSN:** 0739-988X ( United States )  
**Language:** English **Record Type:** Fulltext  
**Word Count:** 1953 (USE FORMAT 7 OR 9 FOR FULLTEXT)

**ABSTRACT:**

...service is Careers.wsj.com, an ad-supported free service with various career, salary and **job** hunting information. The full text further discusses the topic.

**TEXT:**

...Tim Andrews stated recently that the company was not afraid of competing resources from the **Internet**, but rather "embraced" the Web as a new tool for Dow Jones Interactive and its...  
...from Dow Jones Interactive on their intranets and customize the information for various departments or **job** needs. Information managers can even append their own comments to articles.

By the end of...

...the Credit Scoring Report. Media General financial reports are available via a searching and criteria-**matching** process, as are reports of companies compared with their primary industry's performance. SEC 10...

...pages of Dow Jones Interactive. This ad-supported service offers a full range of career, **job** hunting, and **salary trend** information as well as lists of **job** opportunities from major national companies. Fee-based services such as career counseling and access to...

...venture with Korn/Ferry International, a leading executive search firm. FutureStep.com does not list **jobs**, but offers candidates a chance to be considered for managerial posts, including those posted in...

...choose Take a Tour at <http://wsj.com>.

Wallys W. Conhaim is Link-Up's **Internet** columnist.

5/3,K/23 (Item 1 from file: 20) **Links**

Dialog Global Reporter

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01989752 (USE **FORMAT 7 OR 9 FOR FULLTEXT**)

**The Orange County Register, Calif., Life and Work Column**

Michele Himmelberg

KRTBN KNIGHT-RIDDER TRIBUNE BUSINESS NEWS ( ORANGE COUNTY

(CALIF.) REGISTER)

June 22, 1998 23:53

**Journal Code: KTOC Language: English Record Type: FULLTEXT**

**Word Count: 2381**

## (USE FORMAT 7 OR 9 FOR FULLTEXT)

Jun. 22--Once upon a time, **job** candidates created beautiful resumes with bold fonts, colorful paper and eye-catching formats. They stapled...

...envelopes and mailed them to employers, who might or might not be hiring.

That diligent **job** seeker, worthy of praise in the early '90s, violated at least eight rules in the age of electronic **job** hunting.

...we look for work.

Some career experts predict that up to 95 percent of all **jobs** will be posted on the Web in the next five years. The American Management Association...

...500 members, reported this spring that 70 percent of U.S. companies are using the **Internet** to advertise **jobs** and look for talent -- up from 51 percent a year ago.

The message should be clear to **job** seekers: If decision makers are using the Web to recruit, then the Web should be...

...it provide access to a vast number of employers, it can easily speed up a **job** search and trim postage fees.

Even for those not in the **job** market, the Web can be a useful mechanism for investigating industry **trends** and making **salary** comparisons.

One caution: A Web-based **job** search can also be overwhelming. But if you're selective in the sites you visit...

...computers and computer networks. And it's one step on the journey to a new **job**. Entry-level workers and those in career transition still need to cover the fundamentals: personal assessment, **job**-market research and the all-important task of networking.

Victoria Silva of Costa Mesa has...

...the classified ads and finds them useful, but so far nothing has produced a perfect **match**.

What Silva lacks are contacts in the telecommunications industry, and that's where the **Internet** can help get her resume to the right people.

### HOW TO GET STARTED

It helps immensely to have your own computer and modem and a working knowledge of the **Internet**. But there are other avenues. Friends, colleges, libraries and cyber cafes can provide access to the **Internet** on their computers. **Job** centers (see list) also provide access and **Internet** training, and many books are available on how to use the Web.

Silva has been using her parents' computer setup, and she advises anyone who is not comfortable with **Internet** services to get some training. With a little help, you will be able to type in a Web address and

get connected to a Web site that lists **job** openings.

Then you can go shopping at the "**job** boards," all of which have the equivalent of a **jobs** catalog. Several are listed on these pages, and more are mentioned on "Best of the Web," under **jobs** ([www.100hot.com](http://www.100hot.com)).

Several of the major **job** boards have guides to searching for a **job** online. One that's especially helpful is at **JobSmart** ([www.jobssmart.org](http://www.jobssmart.org)).

The best search engines on a **job** board will let you hunt by location, **job** type and key words. A few will also let you search by salary and by...

...name.

The narrower you make the search, the less likely you are to find a **job match**. Be sure to use key words that are likely to appear in a **job** description, or words that describe the duties you are seeking. For instance, Silva is interested in sales and marketing, but more specifically in "business development" and "direct marketing."

Combing the **job** listings can take hours.

"The biggest hurdle has been the time and the patience it...

...stuff keep blinking at you."

Fortunately, she discovered search agents, the handiest tools on the **job** boards. A popular one is Personal **Job Scout** ([www.nationjob.com/pjscout](http://www.nationjob.com/pjscout)). A **job** seeker types the desired **job**, location, key words and salary and the search agent scours the postings for you. It sends you an E-mail when it finds a **match**. This can take a few days, but Silva said she got several leads this way...

...are now scanning resumes with a computer to filter out the few they want. The **job** seeker must use key words that **match** what the company is looking for to advance in the hiring process. (Resumix, which provides...

...Call (408) 744-3800.)

Once your resume is ready, you can post it on the **job** board. Most boards require you to register first, and to list some parameters about the **job** you're seeking. Then you electronically paste your resume into a field designated for resumes. The **job** board adds your resume to the list that will be scoured by employers.

This also...

...for your employer to find your resume in cyberspace.

Another route is to find a **job** listing and ...because they're concerned about viruses," said Pat Mooney, a marketing specialist who also teaches **Internet** courses.

Mooney advises **job** seekers to get one of the free E-mail services that are available (Hot Mail...

...example). These E-mail accounts can be accessed from any computer and can help a **job** seeker protect his or her privacy.

#### A SUPPLEMENTAL TOOL

So, will **job** boards make newspaper classifieds obsolete? No, say some experts whose business relies on the Web.

Samer Hamadeh, co-founder of Vault Reports, sells information about corporations to **job** seekers via the **Internet**. He said many **job** seekers prefer a **job** board that has connections to local employers.

Many newspapers, including The Orange County Register, have put their classified ads online to create a localized **job** board ([www.workavenue.com](http://www.workavenue.com)).

"Local **job** boards have a lot of potential in the employment game," Hamadeh said. "The big boards...

...not going away, either. They'll be used in combination with the Web as a **job** source."

Editors at PC World investigated **job** searching on the Web (July 1998) and were disappointed that their reporter didn't get...

...The Web is very good for research, but not the definitive avenue for getting a **job**. It should be a supplementary source for leads. If you're a techie girl or...

...networks."

#### SOME TOP SITES TO BEGIN YOUR SEARCH

Here are a few of the numerous **job** boards, their **Internet** addresses and what you can expect to find there.

America's **Job** Bank: [www.ajb.dni.us](http://www.ajb.dni.us) -- Nearly 700,000 **jobs** were floating around on this site in mid-June, offering employment from Tallahassee to Tacoma...

...careerbuilder.com -- Now billing itself as a network of career services, it offers not only **job**-search information but also tips on how to succeed once you're hired. Plus: Rich with resources; the **job** search agent gets your attention right away. Caution: When searching by location, you can ask...

...careermosaic.com -- One of the more popular sites allows you to search by employer, by **job** or by industry. Plus: Has a resume builder, career resources center and International Gateway. Caution...

...about 18,000 listings each week. Plus: Quality search engine can review multiple newspapers and **job** categories. Caution: Make sure the location you want is represented in the postings.

Data Processing...

...s Exchange: [www.dice.com](http://www.dice.com) -- A popular site with the high-tech crowd, it posts **jobs** in data processing, engineering, technical writing and



other areas. Plus: It offers career links and...

...about relocation services. information. Caution: Heavy use of red that wears on the eyes.

**GO Jobs:** [www.Gojobs.com](http://www.Gojobs.com) -- The Newport Beach-based company bills itself as the "Guide to Online **Jobs**" and provides a handy tool for beginners called "The Starting Point to **Jobs** Online." Plus: It's aimed at Southern California **job** seekers. Employers pay to list **jobs** but they can download free **job**-posting software.

Caution: Concentrated geographical focus means fewer total listings.

**Head Hunters:** [www.headhunter.net](http://www.headhunter.net)...

...it had a healthy 156,652 listings, many of which are updated weekly. Search for **jobs** by education and compensation, as well as the more typical **job** type and location. Caution: Great graphics, but that also slows it down.

**Job Trak:** [www.jobtrak.com](http://www.jobtrak.com) -- This site has formed partnerships with 750 campuses nationwide and serves as a virtual...

...you were in school, call your alma mater for access information. Plus: Look at "The **Job** Search Process" for a tool that lets you calculate what your salary would be worth...

...level candidates.

**Online Career Center:** [www.occ.com/occ/](http://www.occ.com/occ/) -- Well-designed site offers numerous international **job** listings as well as domestic, specializing in engineering, health care and human resources. Plus: Several ...

...keep your attention for a long time.

**The Monster Board:** [www.monster.com](http://www.monster.com) -- Tons of **jobs** here and seemingly tons of advertising. This site has been heavily marketed, which means most...

...it and that brings a flood of employers. Plus: Offers the ability to hunt by **job** category, keywords and location. Caution: All the ads and graphics can be distracting; some **job** listings were 45 days old.

**Yahoo Classifieds:** [www.classifieds.yahoo.com](http://www.classifieds.yahoo.com) -- Has become popular quickly by offering free services to employers who want to advertise **jobs** and to **job** seekers who find about 200,000 ads. Plus: Easy-to-read format that lists **job** information in columns, and quick access to find out more about any one **job**. Caution: A search by location lists Los Angeles, with no specific breakdown for Orange County.

#### SPECIALIZED CAREER SITES

**Cool Works** (seasonal **jobs** in ski resorts, parks, etc.):  
[www.coolworks.com](http://www.coolworks.com)

**Europe's Best **Jobs**:** [www.taps.com](http://www.taps.com)

**Online Sports Career Center:** [www.onlinesports.com](http://www.onlinesports.com)

**Christian **Jobs** Online:** [www.christianjobs.com](http://www.christianjobs.com)

**Entry Level **Job** Seeker Assistant:**

<http://members.aol.com/dylander/jobhome.html>

CareerExposure (direct access to corporate **job** postings):

[www.careerexposure.net](http://www.careerexposure.net)

Contractors Direct (free database of contractors, free-lancers):

<http://cdirect.com.au/>

Personal

**Job Scout:** [www.nationjob.com/pjscout](http://www.nationjob.com/pjscout)

Source: The World Wide Web

ELECTRONIC RESUMES:

DON'T GET COMPLICATED

Many of the old rules about resumes are obsolete when it comes to the

**Internet**. If you post a resume on a **job** board, it needs to be plain and simple. Otherwise, it's likely to be undecipherable...

...way you meant it to.

Use "key words" -- phrases, skills and titles that help companies

**match** you to **job** openings. Use nouns not verbs; say "ability to plan" instead of "planned major project."

Consider...

**Descriptors:**

**Job** Creation...

5/3,K/24 (Item 1 from file: 810) **Links**

Business Wire

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0829355 BW1143

## **JACKSON & COMPANY : S Internet Delivers 401k Retirement Advice**

April 01, 1998

**Byline:** Business/Features Editors

### **S Internet Delivers 401k Retirement Advice**

FEATURE...

BOSTON--(BUSINESS WIRE FEATURES)--April 1, 1998--The **internet**

influences almost every aspect of our lives. From buying books to paying taxes to finding **jobs**

, Americans are going online for a variety of services. Now even customized retirement planning is possible with

**internet** technology.

The retirement landscape has changed dramatically over the

last  
20 years, fueled in part...

...it's urgent, it's too late."

These software programs are usually delivered over the  
**internet**

,  
a company's proprietary intranet or a standalone computer. In  
addition  
to helping employees invest...

...offerings, and  
change their asset allocation -- all at their own convenience.  
Once  
they enter vital **statistics** such as age, **salary**  
, expected retirement  
age, risk tolerance, and other relevant information, specific  
advice  
tailored to their unique...

...must discipline themselves to contribute to these accounts and  
employers still should encourage savings with **matching**  
contributions."

CONTACT: Sherry Walker  
617/266-5673 or 617/247-1055

KEYWORD: MASSACHUSETTS

INDUSTRY KEYWORD: COMED COMPUTERS/ELECTRONICS  
INTERACTIVE/MULTIMEDIA/**INTERNET** INSURANCE BANKING  
Today's News On The Net - Business Wire's full file on the  
**Internet**

with Hyperlinks to your home page.  
URL: <http://www.businesswire.com>

>

5/3,K/25 (Item 2 from file: 810) **Links**  
Business Wire  
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0616718 BW1039

## **CAREER HORIZONS : Career Horizons Launches Web Site**

August 22, 1996

**Byline:** Business Editors

...on the World Wide Web  
(<http://www.chi.com>).

"Our home page allows clients and **job**-seekers to communicate with us instantly, and enables us to initiate the process of **matching job** orders quickly and efficiently," said Walter W. Macauley, President and CEO of Career Horizons. "The...

...as an information network for our own employees."

The Career Horizons home page will feature:

**Job** Order Placement Form

Complete office listings by state

Human Resource and Health Care newsletters

Resume...

...recent press releases

Companies will also have the opportunity to request the Career

Horizons 1997 **Salary & Employment Trends**

Survey. For almost a

decade, the Career Horizons Survey has been successfully used to support...

...www.chi.com

KEYWORD: NEW YORK

INDUSTRY KEYWORD: COMPUTERS/ELECTRONICS COMED MEDICINE  
PHAMACEUTICAL INTERACTIVE/MULTIMEDIA/**INTERNET**